

Digitized by the Internet Archive  
in 2022 with funding from  
University of Toronto



















*Gov. the  
Can  
D*



CANADA

THE

# LABOUR GAZETTE

*Canada. Labour, Dept. of*



LIBRARY

Collective Bargaining in Hotel Industry (p. 86)

AUG 15 1956

UNIVERSITY OF TORONTO

Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LVI<sup>2</sup> No. 7

Nos. 7-12

JULY-DEC. 1956

1956

*I*



# THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Milton F. Gregg, Minister

A. H. Brown, Deputy Minister

Published Monthly in  
English and French

## Editorial Staff

Editor

Harry J. Walker

Assistant Editor

W. S. Drinkwater

Editor, French Edition

Guy de Merlis

Cover Photograph  
National Film Board

HD  
8101  
A3  
v. 56  
no. 7-12  
cop 2  
**668811**  
2, 12, 57

Circulation Manager

C. E. St. George

Vol. LVI, No. 7

CONTENTS

JULY 1956

Current Manpower and Labour Relations Review .....	777
Notes of Current Interest .....	793
Professional and Technical Manpower .....	803
"Women Go to Work at Any Age" .....	806
85th Annual Meeting, Canadian Manufacturers' Association ..	814
McGill's 8th Annual Industrial Relations Conference .....	822
1956 Research Grants Announced .....	834
Industrial Fatalities in Canada during 1st Quarter, 1956 ...	835
Atlantic Region Rehabilitation Workshop .....	837
50 Years Ago This Month .....	838
<b>International Labour Organization:</b>	
Opening of International Labour Conference .....	839
5th Session, Building, Civil Engineering, P.W. Committee ..	847
6th Session, Coal Mines Committee .....	850
<b>Industrial Relations and Conciliation:</b>	
Certification .....	853
Conciliation .....	854
Canadian Railway Board of Adjustment Decisions .....	863
<b>Collective Agreements:</b>	
Collective Bargaining in Hotel Industry .....	867
Collective Agreement Act, Que.; Standards Act, Sask. ...	869
<b>Labour Law:</b>	
Labour Legislation in British Columbia, 1956 .....	870
Labour Legislation in New Brunswick, 1956 .....	874
Legal Decisions Affecting Labour .....	875
Recent Regulations, Federal and Provincial .....	879
<b>Unemployment Insurance:</b>	
Monthly Report .....	887
Decisions of Umpire ..	888
Labour Conditions in Federal Government Contracts .....	890
<b>Wages, Hours and Working Conditions:</b>	
Shift Work in Canadian Manufacturing .....	895
Profit-Sharing Plans in Canadian Manufacturing .....	897
Strikes and Lockouts .....	899
Prices and the Cost of Living .....	900
Publications Recently Received in Department's Library ...	901
Labour Statistics .....	912

SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; special group subscription offer: 5 or more annual subscriptions, \$1 per subscription. Send remittance by cheque, postal note or money order, payable to Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. BOUND VOLUMES—available at \$5 per copy (delivered in Canada) and \$7 per copy (other countries). CHANGE OF ADDRESS—please give both old and new addresses.

Authorized as Second Class Mail, Post Office Department, Ottawa.

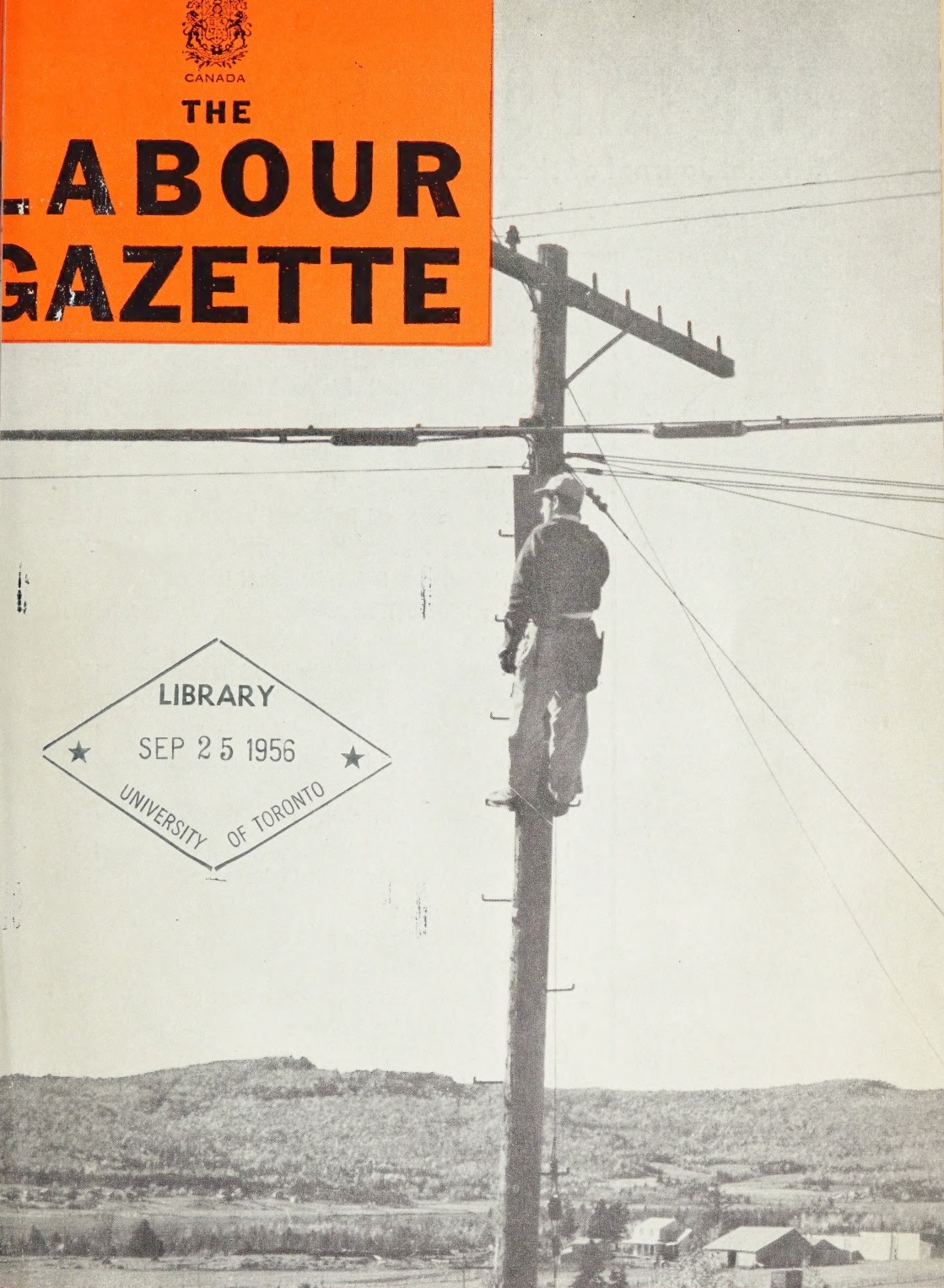
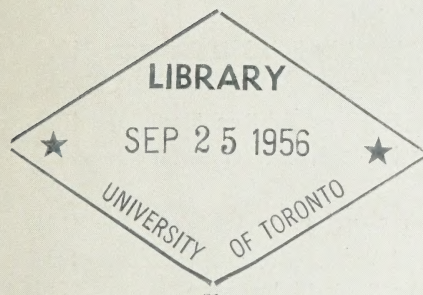




CANADA

THE

# LABOUR GAZETTE



Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LVI No. 8

AUGUST 1956



# THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Milton F. Gregg, Minister

A. H. Brown, Deputy Minister

Published Monthly in  
English and French

## Editorial Staff

Editor

Harry J. Walker

Assistant Editor

W. S. Drinkwater

Editor, French Edition

Guy de Merlis

Cover Photograph

Bell Telephone Company

Circulation Manager

C. E. St. George

Vol. LVI, No. 8	CONTENTS	AUGUST 1956
Current Manpower and Labour Relations Review.....		937
Notes of Current Interest.....		953
Proceedings of Parliament of Labour Interest.....		966
Labour Day Messages.....		968
Ontario Labour Relations Act Criticized.....		972
CMA's 85th Annual Meeting—11.....		989
Federations of Business and Professional Women.....		1000
Annual Convention, Personnel in Employment Security....		1003
20th Annual Convention, Nfld. Federation of Labour.....		1006
50 Years Ago This Month.....		1008
International Labour Organization:		
Two Recommendations Adopted by ILO's 39th Conference		1009
Industrial Relations and Conciliation:		
Proceedings before Canada Labour Relations Board....		1022
Conciliation Proceedings before Minister of Labour....		1025
Labour Law:		
Labour Legislation, Nova Scotia, 1956.....		1026
Legal Decisions Affecting Labour.....		1030
Recent Regulations under Provincial Legislation.....		1037
Unemployment Insurance:		
Monthly Report on Operations.....		1045
Decisions of Umpire.....		1046
Labour Conditions in Federal Government Contracts.....		1048
Wages, Hours and Working Conditions:		
Working Conditions in Public Utilities.....		1052
Strikes and Lockouts.....		1055
Prices and the Cost of Living.....		1056
Publications Recently Received in Department's Library...		1058
Labour Statistics .....		1069

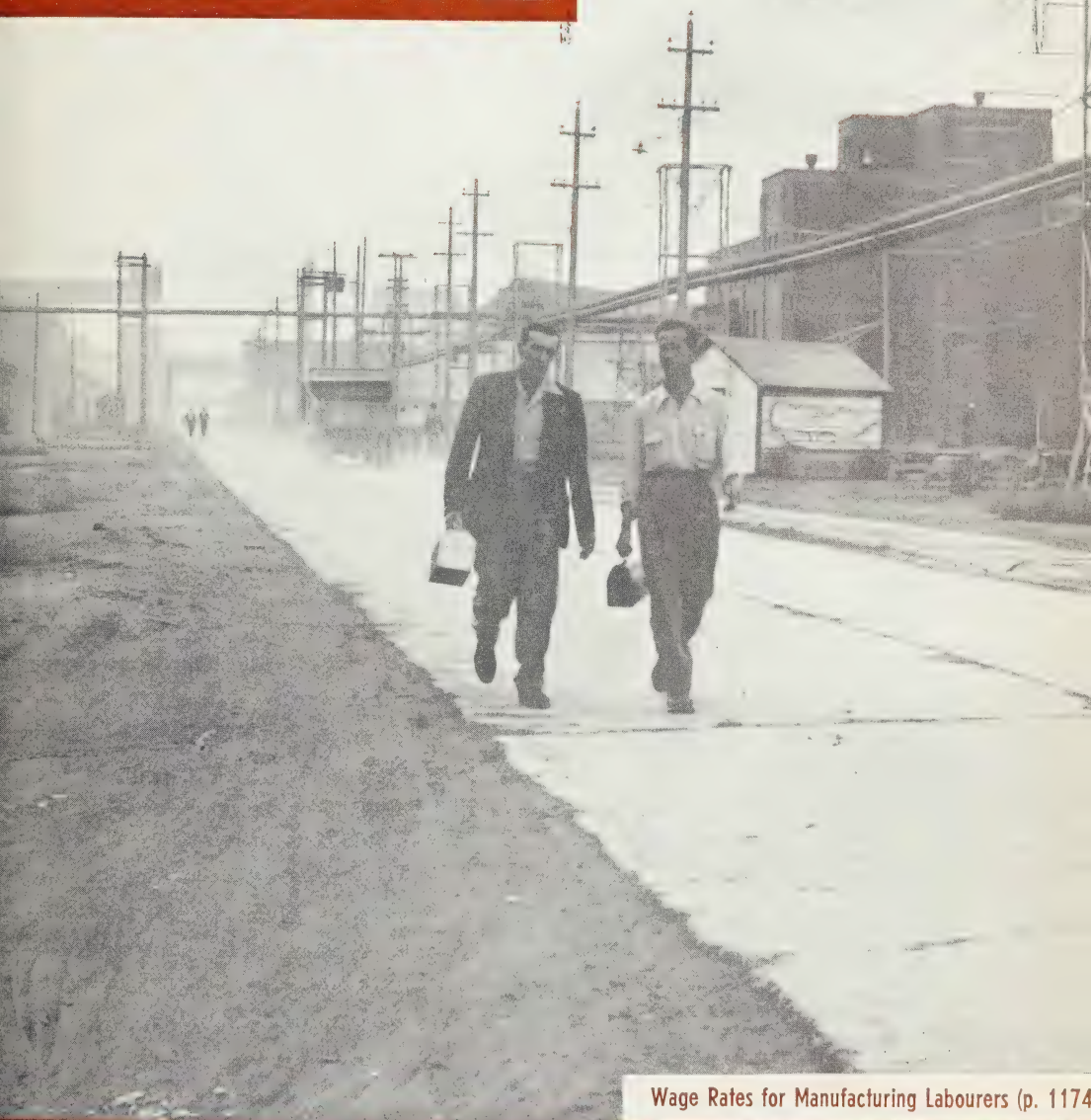
SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; special group subscription offer: 5 or more annual subscriptions, \$1 per subscription. Send remittance by cheque, postal note or money order, payable to Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. BOUND VOLUMES—available at \$5 per copy (delivered in Canada) and \$7 per copy (other countries). CHANGE OF ADDRESS—please give both old and new addresses.

Authorized as Second Class Mail, Post Office Department, Ottawa.



THE

# LABOUR GAZETTE



Wage Rates for Manufacturing Labourers (p. 1174)

Published Monthly by the

DEPARTMENT OF LABOUR

CANADA



Vol. LVI

SEPTEMBER

No. 9

1956





# THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Milton F. Gregg, Minister

A. H. Brown, Deputy Minister

Published Monthly in  
English and French

## Editorial Staff

Editor  
Harry J. Walker

Assistant Editor  
W. S. Drinkwater

Editor, French Edition  
Guy de Merlis

Cover Photograph  
National Film Board

Circulation Manager  
C. E. St. George

Vol. LVI, No. 9	CONTENTS	SEPTEMBER 1956
	Current Manpower and Labour Relations Review.....	1093
	Notes of Current Interest.....	1109
	Proceedings of Parliament of Labour Interest.....	1119
	Unemployment Insurance Act Amended.....	1120
	Duke of Edinburgh's Conference.....	1122
	Annual Convention, N.B. Council of Labour.....	1125
	2nd Annual Convention, N.S. Federation of Labour.....	1126
	Canadian Conference on Social Work.....	1127
	"Understanding the Disabled".....	1129
	50 Years Ago This Month.....	1130
	International Labour Organization:	
	132nd Session of the Governing Body.....	1131
	Teamwork in Industry.....	1133
	Industrial Relations and Conciliation:	
	Certification Proceedings. 1134 Conciliation Proceedings. 1136	
	Collective Agreements:	
	Collective Agreement Act, Quebec.....	1145
	Industrial Standards Act, Ontario.....	1145
	Labour Law:	
	Labour Legislation in Manitoba, 1956.....	1146
	Legal Decisions Affecting Labour.....	1153
	Recent Regulations, Federal and Provincial.....	1159
	Unemployment Insurance:	
	Annual Report, Unem. Insur. Advisory Committee.....	1164
	Monthly Report.... 1167 Decisions of Umpire....	1168
	Labour Conditions in Federal Government Contracts.....	1170
	Wages, Hours and Working Conditions:	
	Wage Rates for Labourers in Manufacturing, Oct. 1955..	1174
	Strikes and Lockouts.....	1175
	Prices and the Cost of Living.....	1176
	Publications Recently Received in Department's Library....	1178
	Labour Statistics.....	1187

SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; special group subscription offer: 5 or more annual subscriptions, \$1 per subscription. Send remittance by cheque or post office money order, payable to Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. BOUND VOLUMES—available at \$5 per copy (delivered in Canada) and \$7 per copy (other countries). CHANGE OF ADDRESS—please give both old and new addresses.

Authorized as Second Class Mail, Post Office Department, Ottawa.



LIBRARY

CANADA

THE NOV 9 1956

UNIVERSITY OF TORONTO

# LABOUR GAZETTE



N.B. Federation of Labour Annual Convention (p. 1250)

Published Monthly by the

DEPARTMENT OF LABOUR  
CANADA

Vol. LVI No. 10

OCTOBER 1956



# THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Milton F. Gregg, Minister

A. H. Brown, Deputy Minister

Published Monthly in  
English and French

## Editorial Staff

Editor  
Harry J. Walker

Assistant Editor  
W. S. Drinkwater

Editor, French Edition  
Guy de Merlis

Cover Photograph  
R. H. Smith, Sackville,  
from N.B. Travel Bureau

Circulation Manager  
C. E. St. George

Vol. LVI, No. 10	CONTENTS	OCTOBER 1956
Current Manpower and Labour Relations Review	.....	1213
Notes of Current Interest	.....	1229
State Intervention and Assistance in Collective Bargaining	...	1239
Guaranteed Wages and Supplemental Unemployment Benefits	.....	1244
44th Annual Convention, N.B. Federation of Labour	.....	1250
88th Annual Trades Union Congress	.....	1256
Alberta Provincial Federations Merge	.....	1261
Industrial Fatalities in Canada, 2nd Quarter of 1956	.....	1264
50 Years Ago This Month	.....	1267
International Labour Organization:		
Delegates Named to ILO Meetings	.....	1268
Teamwork in Industry	.....	1269
Industrial Relations and Conciliation:		
Proceedings before Canada Labour Relations Board	.....	1270
Conciliation Proceedings before Minister of Labour	.....	1272
Canadian Railway Board of Adjustment No. 1	.....	1282
Collective Agreements:		
Collective Agreements Covering 1,000 or More Employees	.....	1283
Labour Law:		
Labour Legislation in Saskatchewan, 1956	.....	1286
Recent Regulations under Provincial Legislation	.....	1290
Unemployment Insurance:		
Monthly Report on Operations	.....	1295
Decisions of the Umpire	.....	1296
Labour Conditions in Federal Government Contracts	.....	1298
Wages, Hours and Working Conditions:		
Average Weekly Salaries, Selected Office Occupations	...	1302
Working Conditions of Plant Employees	.....	1303
Prices and the Cost of Living	.....	1305
Strikes and Lockouts	.....	1307
Publications Recently Received in Department's Library	...	1308
Labour Statistics	.....	1315

SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; special group subscription offer: 5 or more annual subscriptions, \$1 per subscription. Send remittance by cheque or post office money order, payable to Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. BOUND VOLUMES—available at \$5 per copy (delivered in Canada) and \$7 per copy (other countries). CHANGE OF ADDRESS—please give both old and new addresses.

Authorized as Second Class Mail, Post Office Department, Ottawa.





THE

# LABOUR GAZETTE



Working Conditions of Office Employees (p. 1434)

Published Monthly by the  
**DEPARTMENT OF LABOUR**  
CANADA

*IX*

Vol. LVI No. 11

NOVEMBER 1956

# THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Milton F. Gregg, Minister

A. H. Brown, Deputy Minister

Published Monthly in  
English and French

## Editorial Staff

Editor  
Harry J. Walker

Assistant Editor  
W. S. Drinkwater

Editor, French Edition  
Guy de Merlis

Cover Photograph  
National Film Board

Circulation Manager  
C. E. St. George

Vol. LVI, No. 11	CONTENTS	NOVEMBER 1956
	Current Manpower and Labour Relations Review .....	1341
	Notes of Current Interest .....	1357
	Seasonal Unemployment .....	1368
	Seasonal Employment Fluctuations in Scandinavia .....	1370
	Implications of Technological Progress .....	1375
	Utilization of Human Resources .....	1381
	19th Annual Convention of Quebec Federation of Labour ...	1384
	35th Convention, Canadian Catholic Confederation of Labour.	1387
	Report from Rehabilitation Branch .....	1397
	Women Now Work in Out-of-Way Spots .....	1398
	50 Years Ago This Month .....	1399
	International Labour Organization:	
	6th Regional Conf. of American States Members of ILO ..	1400
	Teamwork in Industry .....	1403
	Industrial Relations and Conciliation:	
	Certification Proceedings. 1404   Conciliation Proceedings	1405
	Labour Law:	
	Labour Legislation in Ontario, 1956 .....	1410
	Labour Legislation in Newfoundland, 1956 .....	1412
	Labour Legislation in Prince Edward Island, 1956 .....	1413
	Legal Decisions Affecting Labour .....	1413
	Recent Regulations, Federal and Provincial .....	1417
	Conference of Fed. and Prov. Labour Law Administrators.	1423
	Unemployment Insurance:	
	Monthly Report on Operations .....	1424
	Decisions of Umpire .....	1425
	Labour Conditions in Federal Government Contracts .....	1428
	Working Conditions of Office Employees .....	1434
	Strikes and Lockouts .....	1435
	Prices and the Cost of Living .....	1436
	Publications Recently Received in Department's Library .....	1438
	Labour Statistics .....	1445

SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; special group subscription offer: 5 or more annual subscriptions, \$1 per subscription. Send remittance by cheque or post office money order, payable to Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. BOUND VOLUMES—available at \$5 per copy (delivered in Canada) and \$7 per copy (other countries). CHANGE OF ADDRESS—please give both old and new addresses.

*Authorized as Second Class Mail, Post Office Department, Ottawa.*





CANADA

THE

# LABOUR GAZETTE



St. Lawrence Seaway and Power Projects (p. 1498)

Published Monthly by the

DEPARTMENT OF LABOUR

CANADA

Vol. LVI No. 12

DECEMBER 1956



# THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Milton F. Gregg, Minister

A. H. Brown, Deputy Minister

Published Monthly in  
English and French

## Editorial Staff

Editor  
Harry J. Walker

Assistant Editor  
W. S. Drinkwater

Editor, French Edition  
Guy de Merlis

Circulation Manager  
C. E. St. George

Cover Photograph  
Courtesy Ontario Hydro

Vol. LVI, No. 12	CONTENTS	DECEMBER 1956
	Current Manpower and Labour Relations Review .....	1469
	New Year's Messages .....	1485
	Notes of Current Interest .....	1489
	The St. Lawrence Seaway and St. Lawrence Power Projects ..	1498
	The Labour Injunction in British Columbia, 1946-1955 .....	1502
	Occupations of University Women .....	1511
	2nd Meeting, Advisory Council on Professional Manpower ...	1517
	Conference on Engineering, Scientific, Technical Manpower ..	1520
	National Conference of Canadian Universities .....	1526
	27th Annual Meeting, Canadian Chamber of Commerce ....	1527
	CMA Conference on Automation .....	1532
	Women's Bureau .... 1535      Civilian Rehabilitation ....	1537
	50 Years Ago This Month .....	1539
	<b>International Labour Organization:</b>	
	Relate Women's Vocational Training More Closely to Jobs ..	1540
	<b>Teamwork in Industry</b> .....	1542
	<b>Industrial Relations and Conciliation:</b>	
	Certification Proceedings 1543      Conciliation Proceedings ..	1545
	Canadian Railway Board of Adjustment No. 1 .....	1558
	<b>Collective Agreements:</b>	
	No. of Workers Affected by Collective Agreements, 1955 ..	1560
	Collective Agreement Act, Quebec .....	1566
	Industrial Standards Acts .....	1567
	<b>Labour Law:</b>	
	Labour Legislation Enacted by Parliament at 1956 Session ..	1568
	Labour Legislation in Alberta, 1956 .....	1571
	Legal Decisions .... 1576      Recent Regulations ....	1581
	<b>Unemployment Insurance:</b>	
	Report on Operations .. 1586      Decisions of Umpire ..	1587
	<b>Labour Conditions in Federal Government Contracts</b> .....	1588
	<b>Prices and the Cost of Living</b> .....	1592
	<b>Strikes and Lockouts</b> .....	1594
	<b>Publications Recently Received in Department's Library</b> ....	1595
	<b>Labour Statistics</b> .....	1603

**CORRESPONDENCE**—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager.

**SUBSCRIPTIONS**—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; special group subscription offer: 5 or more annual subscriptions, \$1 per subscription. Send remittance by cheque or post office money order, payable to Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. **BOUND VOLUMES**—available at \$5 per copy (delivered in Canada) and \$7 per copy (other countries). **CHANGE OF ADDRESS**—please give both old and new addresses.

*Authorized as Second Class Mail, Post Office Department, Ottawa.*

## manpower and labour relations

### REVIEW

Economics and Research Branch, Department of Labour, Canada

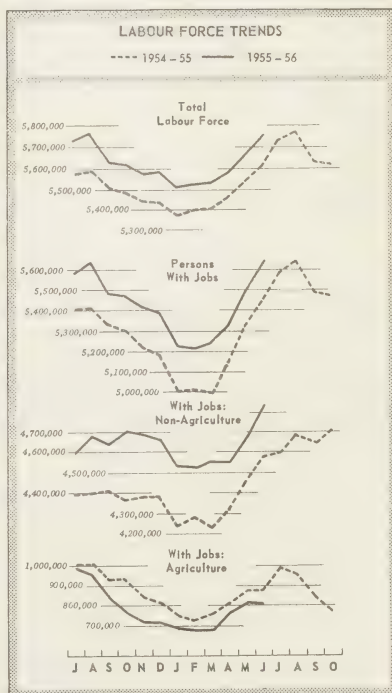
#### Current Manpower Situation

**E**MPLOYMENT continued to expand at a rapid pace during June and by the end of the month was at an all-time record. All of the increase occurred in non-farm industries; employment in this sector rose 266,000 or 6 per cent above the June 1955 figure. Farm employment declined slightly with the completion of spring seeding and was some 77,000 lower than a year earlier.

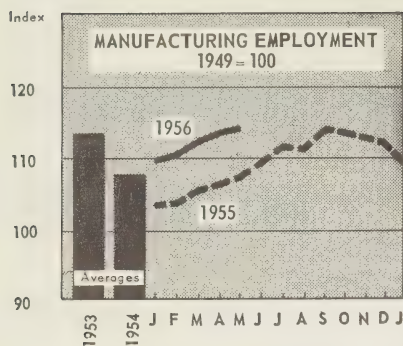
By the beginning of July, labour demand was approximately equal to or greater than supply in 90 of the 109 labour market areas in Canada. a situation that does not usually develop until the seasonal employment peak in August and September.

It is clear that the employment increase this spring has been considerably greater than that usually accompanying the seasonal expansion of agriculture, construction, transportation and trade. According to the DBS monthly labour force survey, persons with jobs increased from 5,216,000 in February to 5,647,000 in June. The gain of 431,000 is almost as great as the record employment expansion of last spring at a time when manpower resources were much less fully utilized than at the beginning of this year.

The monthly survey of employment and payrolls in establishments with 15 or more employees indicates the same trend. When







adjusted for seasonal variations, the employment series in this survey shows a rise of 3 per cent between January and May, more than in any similar period during the past ten years (see chart, p. 779). The industrial composite index was 115.2 in May (1949=100), 4 per cent higher than the previous peak in May 1953.

The increase in labour requirements resulted in a sharp drop in unemployment. The June labour

force survey showed only 117,000 persons without jobs and seeking work, 14,000 below the lowest figure reached last year. The number of registrations for employment at offices of the National Employment Service had fallen to 192,000 by June 21, 60,000 below the comparable figure last year.

The demand for workers in June was stronger than it has been for some years. Job vacancies registered with the NES, when related to registrations for employment, show that the labour market was tighter than at any time since 1951. The pressure on available manpower supplies was particularly strong in northern Ontario and the western provinces. Nine areas, including such large centres as Calgary, Edmonton and Fort William-Port Arthur were classified in the labour shortage category, while shortages in one or more occupations were evident in many more.

## Current Industrial Employment Trends

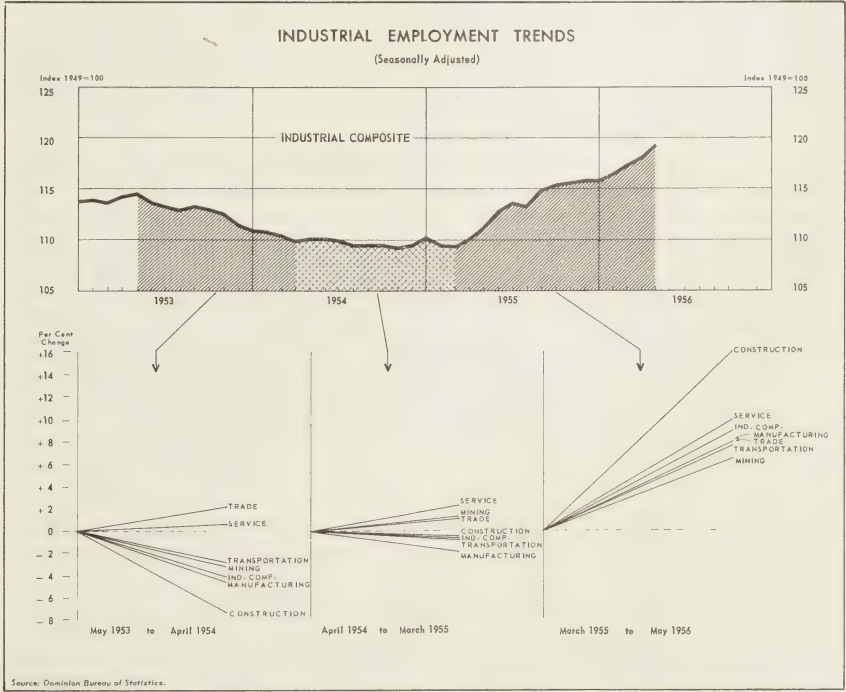
Construction plans for 1956 are more ambitious than even before. As a result of a mid-year survey by the Department of Trade and Commerce, estimates of expenditures on construction were raised to \$6.5 billion, a gain of 23 per cent over the record value of construction work put in place in 1955. Because of physical limitations, there are some doubts that this volume of work can be accomplished but continuing strong demand for labour and construction materials is assured for the rest of this year at least.

In the first half of 1956 activity in construction increased about as rapidly as was physically possible. Employment in the industry rose more quickly than in any recent year and appears well on the way to a new record, provided that the full flow of imported structural steel from the United States is resumed within a reasonable time. The demand for construction workers has increased more slowly in Quebec and the Atlantic provinces than in other regions but scarcities of skilled tradesmen were becoming increasingly prevalent in June. In the two western regions, on the other hand, shortages of both skilled and unskilled workers have been evident in many areas for a month or more. One result has been a noticeable movement of workers from both agriculture and logging, causing shortages of labour in these industries as well.

Manufacturing continued to expand in the first half of the year despite some fairly substantial layoffs in the durable goods sector. By mid-May employment in manufacturing was more than 3 per cent higher than a year earlier and very close to the peak reached in May 1953. At the beginning of 1956, manufacturing employers generally expected that employment during the last half of the year would continue to expand, although more slowly than last year. This expectation now depends, in part at least, on the duration of the steel strike in the United States and the outcome of the current labour-management negotiations in the Canadian steel industry.

As might be expected from the upsurge in capital investment, the heavy electrical machinery and iron and steel products industries have shown strong gains this spring. After allowing for seasonal changes, employment in both these groups rose by 5 per cent in the first five months of this year. A gain of 7 per cent was recorded in the primary iron and steel industry and employment in fabricated and structural steel rose to a new peak. The only exception to the general trend in this group of industries was in agricultural implements, where employment declined steadily after a brief recovery at the end of last year.

Recent layoffs in the aircraft industry have interrupted an upward trend that has prevailed since last summer. Employment this industry had declined from a peak of about 47,000 in 1953 to a low of about 36,000 in August 1955. The situation has improved steadily since that time largely as a result of increasing civilian output and the establishment of new plants. Employment rose to a total of 41,000 last April. Layoffs in recent weeks indicate, however, that a levelling off has taken place.





The current situation is somewhat similar in the automobile industry. Record automobile sales have been established in the past two years but owing to two prolonged strikes and the consequent fluctuations in imports of automobiles and parts, the strong final demand has not been consistently reflected in the industry's employment figures. After the settlement of the General Motors strike, employment reached new records in March, April and early May. Since then, employment dropped somewhat as a result of production cutbacks by the major manufactures. Latest reports show, however, a continuing high level of automobile sales, so that the employment situation in this industry should strengthen fairly quickly after the model change-over.

Currently, employment in forestry is well above the total of a year earlier and, in view of the continuing strong demand for paper and wood products, this high level will probably be maintained. The overseas export market for lumber has eased in recent months but exports of newsprint and pulp have continued to show substantial gains over last year. In British Columbia, camps are operating at near capacity to make up for the production lost through forest closures in May; marked shortages of skilled woodsmen are reported in most areas. In eastern Canada, planned pulpwood production is at least as high as last year's record; employment, however, will be largely determined by the availability of workers. In Quebec and the Atlantic provinces the current labour supply is tight but is expected to ease as the end of the farming season approaches. In Ontario, on the other hand, companies are finding it very difficult to maintain adequate staffs in the face of competition from mining and construction.

Mining activity expanded steadily through the first half of 1956 and employment approached the record previously reached in 1952. Most of the gain occurred in petroleum and base metal mining. Coal-mining employment has been fairly stable in the past year, after falling by almost one-quarter since 1952. At the end of June, the demand for miners was heavy in all regions of the country.

The rapid rise in employment and income during the past year has stimulated the distribution and service industries. Although they have been less sensitive to economic change than the goods-producing industries, their growth has provided a larger total of job opportunities. It is worth noting, in fact, that since the war, employment in distribution and service industries has grown from 41 to 47 per cent of all employment. About 65 per cent of the increase during the past 12 months has been in these industries. Transportation registered an employment increase of 9 per cent, the largest gain in the group. Increases in trade, finance and services ranged from 2 to 7 per cent.

---

# Labour-Management Relations

**M**ORE than 90,000 workers were represented in negotiations in progress at mid-July with the principal employers in six important Canadian industries. Agreement has already been reached at one of the three major steel companies and for most workers on the Canadian railways; contracts are still open for certain railway workers and for employees in the meat-packing and automobile industries, in mining, and in logging in the interior of British Columbia. Except in the meat-packing and B.C. logging industries, bargaining has been in progress for some time and government conciliation assistance has been requested.

Agreements reached in the textile industry in Quebec province and in certain parts of the construction industry in Ontario resulted in a sharp reduction in the number of workers on strike.

**Transportation** — Workers represented by the Brotherhood of Locomotive Firemen and Enginemen and the Brotherhood of Railroad Trainmen are currently bargaining with the major Canadian railways. The pattern of settlement in the non-operating workers' contract—6 per cent retroactive to April 1, 1956, 2 per cent on November 1, 1956, and 3 per cent on June 1, 1957—has been followed in the settlements reached so far by the locomotive firemen. Both the Canadian National Railways and the Ontario Northland Railway made such a settlement. The Canadian Pacific Railway Company has been a party to conciliation board hearings with the same union during the past month. The wage increase was discussed at some length but reports indicate that the CPR requested the elimination of firemen from diesel locomotives in yard and freight service.

In the field of urban and interurban transportation, the conciliation board established in the dispute between the B.C. Electric Railway Company, Limited, and the workers represented by the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America made public a majority report recommending an immediate increase of 14½ cents an hour with further increases of 7 cents an hour in June 1957 and in January 1958. The union negotiators are reported to have recommended acceptance of the proposals to their membership.

**Logging** — The only major agreement being negotiated at present in the logging industry involves loggers in the interior of British Columbia. Logging agreements were signed in eastern Canada earlier this year and loggers on the British Columbia coast have a two-year agreement signed in June 1955, under which they recently received an increase of 6 cents an hour. Loggers in the northern and southern interior of B.C. are demanding an increase of 19 cents an hour which, they claim, will bring their rates up to those paid on the coast. At the same time they are requesting six paid statutory holidays instead of three, a medical benefit plan, increased shift differential, the union shop in place of maintenance of membership and other fringe items.

**Automobiles** — Negotiations between the Ford Motor Co. of Canada, Limited, and the United Automobile Workers are continuing and a request has been made for the assistance of a provincial conciliation officer. Contract talks, which began June 1 between the union and the Chrysler Corporation of Canada, are continuing.



**Steel** - Present negotiations in the steel industry involve the major producers in both the United States and Canada. The strike that began July 1, 1956, in the United States has involved the Canadian plants of two subsidiaries of major United States companies. The Union Drawn Steel Co., Limited, at Hamilton (Republic Steel), and Marmoraton Mining Company, Ltd., Mormora, Ont. (Bethlehem Steel), were closed by walkouts on July 3, 1956. Although the union maintains that the workers affected by the Canadian stoppages are traditionally a part of the American bargaining unit, the managements concerned are seeking to have these strikes declared illegal.

A 16-month agreement, retroactive to April 1, 1956, affecting some 4,000 workers, was negotiated by the United Steelworkers of America and the Dominion Steel and Coal Corporation, Limited, at Sydney. It provides for a wage increase of 8 cents an hour and fringe benefits worth an additional 9 cents an hour.

Although negotiations are only in the conciliation stage, 5,000 of 7,500 workers represented by the steelworkers union voted in favour of strike action at The Steel Co. of Canada, Limited, Hamilton, if their demands were not granted. On the recommendation of a conciliation officer appointed to assist in the negotiations, a conciliation board was formed and began hearings July 18.

Contract talks between the union and the Algoma Steel Corporation, Limited, Sault Ste. Marie, began early in July and are continuing.

**Mining** - On June 19, approximately 10,000 coal miners in Cape Breton rejected a recommendation by a conciliation board that the present contract should remain unchanged for at least a year because of the unsatisfactory condition of the coal-mining industry. The miners later agreed to postpone their demands for a new agreement and to extend the expiry date of their present contract to September 10. A convention of the United Mine Workers union is to be held at that time and the interval will permit delegates to formulate policy for future wage negotiations.

Coal miners in the three westernmost provinces are to vote July 24 on the wage proposals for a new contract recommended by a conciliation board. The wage terms proposed are not yet known but the expiring contract has remained unchanged since 1953.

Bargaining between the International Union of Mine Mill and Smelter Workers and the International Nickle Co. of Canada, Limited, Sudbury and Port Colborne, has been referred to a conciliation board. Company and union nominees have been appointed.

**Textiles** - Settlements reached in the primary textile industry in the past two months have brought to an end most of the bargaining in the Quebec section of the industry and in some parts of eastern Ontario. The settlement of the National Catholic Textile Federation and the Dominion Textile Company, Limited, was repeated in the new agreements bargained by the United Textile Workers of America for the Montreal and Valleyfield mills of the company. Under a two-year agreement negotiated between the United Textile Workers and Courtaulds (Canada), Limited, at Cornwall, the workers received an 8-cent-an-hour wage increase and a reduction in the work week to 40 from 42 hours.

Agreements are still to be completed in many of the smaller mills and throughout the plants of Canadian Cottons, Limited.

**Clothing** – The International Ladies' Garment Workers' Union representing 7,500 dress workers in the Montreal area has made known its demands on firms belonging to the Montreal Dress Manufacturers' Association. These include a 10-cent-an-hour wage increase, three additional paid statutory holidays, two weeks' paid vacation and contributions of 2½ per cent of salaries to the employees' pension fund.

Contract negotiations have also begun in Hamilton and Toronto between the Clothing Manufacturers' Association of Ontario and the Amalgamated Clothing Workers of America. The union is seeking a 12½-cent-an-hour wage increase, improvement in statutory holiday pay and increased company payments to the insurance fund.

**Meat-Packing** – Bargaining between the three principal packing companies in Canada—Canada Packers, Limited; Swift Canadian Co., Limited; and Burns & Co. Limited—and the United Packinghouse Workers of America began July 16 in Toronto and Calgary.

**Construction** – Bargaining in the construction industry came close to completion for the year with the termination of two work stoppages in June. Plumbers in London and district accepted a wage increase of 10 cents an hour effective June 1, with a further 10-cent-an-hour increase to take effect April 1, 1957. The strike of members of the International Association of Heat and Frost Insulators and Asbestos Workers ended when the workers accepted a settlement including a 7-cent-an-hour increase retroactive to May 1, a 5-cent-an-hour increase effective September 1, 1956, and 3 cents an hour to a welfare fund.

The only two areas in which bargaining has now become difficult are Halifax, where all the building trades bargain together, and Vancouver, where the plumbers' contract is still to be signed.

**Other Recent Agreements** – The Bell Telephone Company of Canada and two unions, Canadian Telephone Employees' Association and the Traffic Employees' Association, recently completed five new agreements for the Ontario and Quebec regions. Some 25,000 workers are said to be covered by these contracts.

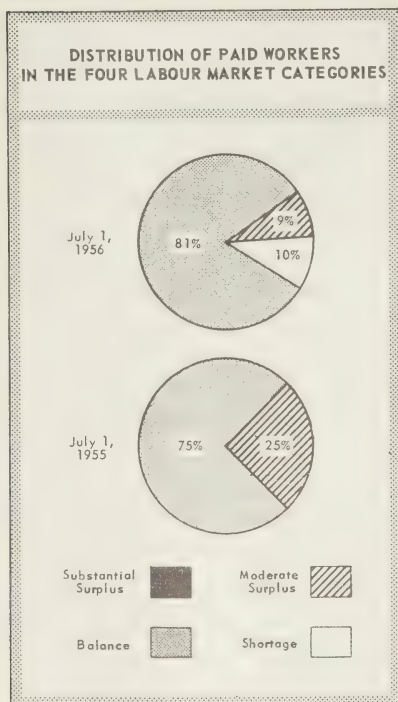
A two-year contract signed by the Canada and Dominion Sugar Co., Limited, and the International Union of Bakery and Confectionery Workers of America provides for wage increases of 12 to 14 cents an hour in the first year and for a further 5 cents an hour during the second year. In addition, the work week is reduced from 42½ to 40 hours, and the company will contribute 1 cent an hour to the insurance plan.

## Work Stoppages

Preliminary estimates show 36 work stoppages in existence during June 1956. These involved 16,815 workers and caused a time loss of 77,775 man-working days. Corresponding figures for the previous month were 33 stoppages, 17,855 workers and 136,510 days. In June 1955 there were 32 stoppages, involving 6,730 workers in a loss of 47,510 man-days.



# Manpower Situation in Local Areas



**C**ONTINUED hiring in the construction, agriculture, food processing, tourist, and logging industries further reduced available labour supplies in nearly all local areas in Canada during June. Employment changes were sufficient to result in the reclassification of 40 labour market areas. Thirty-seven areas were reclassified into a lower surplus category, into balance or into shortage. Layoffs in the farm machinery and automobile and parts industries, however, caused three Ontario areas to be reclassified in the opposite direction. At the end of June labour market classifications were as follows (last year's figures in brackets): in shortage, 12 (0); in balance, 78 (75); in moderate surplus, 19 (34); in substantial surplus, 0 (0).

Labour market classifications indicate that the Canadian labour market is the tightest since 1953,

for although 14 areas were in the shortage category at July 1, 1953, compared with only 12 areas at the beginning of July this year, those 14 represented only 8 per cent of all paid workers; this year's 12 represent 10 per cent. The Prairie and Ontario regions continue to show the tightest labour markets, with five Ontario areas and seven Prairie areas in shortage. In the Atlantic, Quebec and Pacific regions also, there were more areas in the balanced category at July 1 than is usual for this time of year.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	July 1 1956	July 1 1955	July 1 1956	July 1 1955	July 1 1956	July 1 1955	July 1 1956	July 1 1955
Metropolitan	—	—	1	3	8	8	2	—
Major Industrial	—	—	7	16	17	11	3	—
Major Agricultural	—	—	2	2	10	12	2	—
Minor	—	—	9	13	43	44	5	—
Total	—	—	19	34	78	75	12	—

\*See inside back cover May Labour Gazette.

# CLASSIFICATION OF LABOUR MARKET AREAS

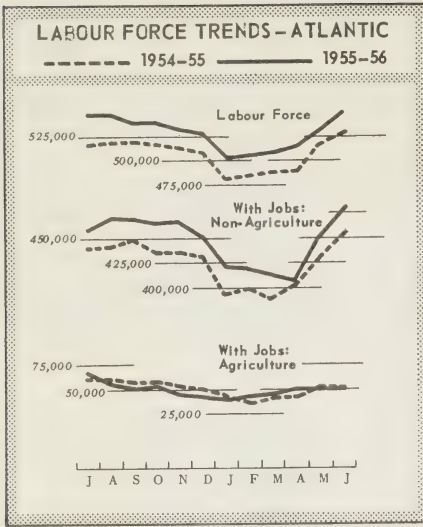
July 1, 1956

LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	WINDSOR ←	Hamilton Montreal → Ottawa - Hull → QUEBEC - LEVIS → ST. JOHN'S Toronto Vancouver - New Westminster Winnipeg	Calgary Edmonton
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	→ BRANTFORD ← → CORNER BROOK Joliette → ROUYN VAL D'OR Saint John Shawinigan Falls Trois Rivières	→ CORNWALL → FARNHAM - GRANBY Guelph Halifax Kingston Kitchener → LAC ST. JEAN London → MONCTON → NEW GLASGOW Niagara Peninsula Oshawa Peterborough Sarnia → SHERBROOKE → SYDNEY Victoria	→ FORT WILLIAM - PORT ARTHUR → SUDBURY → TIMMINS - KIRKLAND LAKE
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	→ RIVIERE DU LOUP Therford - Megantic St. Georges	Barrie Charlottetown → CHATHAM Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Yorkton	→ BRANDON → LETHBRIDGE
MINOR AREAS (labour force 10,000 - 25,000)	→ CAMPBELLTON Bathurst Drummondville → GASPE Newcastle St. Stephen → PRINCE GEORGE → RIMOUSKI Valleyfield	Bellefleur - Trenton Beauharnois Brampton Bridgewater Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek Drumheller → EDMUNDSTON Fredericton GALT Goderich ← → GRAND FALLS → KAMLOOPS → KENTVILLE Lachute - Ste. Therèse Lindsay → MONTMAGNY North Bay → OKANAGAN VALLEY Owen Sound Pembroke Portage la Prairie Prince Rupert → QUEBEC NORTH SHORE Sault Ste. Marie Simcoe → SOREL → STE. AGATHE - ST. JEROME St. Hyacinthe St. Jean Snoofterd St. Thomas → SUMMERSIDE Trail - Nelson → TRURO Walkerton Weyburn → WOODSTOCK, N.B. Victoriaville Yarmouth	→ BRACEBRIDGE → LISTOWEL Medicine Hat Swift Current → WOODSTOCK - INGERSOLL

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



## ATLANTIC



EMPLOYMENT increased rapidly in the Atlantic region in June, reaching an all-time record, as outdoor activities expanded after being retarded by bad weather in the spring. Persons with jobs in the region were estimated to number 531,000 at June 23, an increase of 32,000 from a month earlier and 23,000 from the same date in 1955. Agriculture accounted for much of the increase during the month but employment gains also occurred in construction, fishing and the tourist trade. Construction employment was higher than a year ago and labour shortages were developing in some areas.

Twelve of the 21 areas in the region were reclassified during the month, two from the substantial to the moderate surplus category, one from the substantial surplus to the balanced category and nine from the moderate surplus to the balanced category. At July 1, the area classification was as follows (last year's figures in brackets): in balance, 15 (10); in moderate surplus, 6 (11).

### Local Area Developments

**St. John's** (metropolitan). Reclassified from Group 2 to Group 3. Seasonal employment expansion in construction, fishing, shipping and transportation resulted in a sharp decline in job registrations. Construction tradesmen were in heavy demand during the month but requirements for semi-skilled and unskilled workers increased more slowly.

**Corner Brook** (major industrial). Reclassified from Group 1 to Group 2. Logging employment increased as usual during June. Construction activities rose slowly, however, resulting in higher unemployment than a year ago.

**New Glasgow** (major industrial). Reclassified from Group 2 to Group 3.

**Sydney** (major industrial). Reclassified from Group 2 to Group 3. Unemployment in this area was lower in June this year than in any of the last three years. All major industries in the area were very active during the month; the most marked improvements were recorded in construction, logging and lumbering. Employment in coal mining and steel manufacturing, the most important industries in the area, continued at slightly higher levels than a year earlier but not as high as in June 1953.

**Moncton** (major industrial). Reclassified from Group 2 to Group 3. Construction activity was reported to have reached an all-time high during the month. Supplies of almost all skilled construction tradesmen were becoming depleted by the end of June and there were indications that early shortages would develop for some skills.

**Grand Falls** (minor). Reclassified from Group 1 to Group 3.

**Campbellton** (minor). Reclassified from Group 1 to Group 2.

**Edmundston, Kentville, Summerside, Truro and Woodstock** (minor). Reclassified from Group 2 to Group 3.

## QUEBEC

THE employment increase in Quebec during June was smaller than the record gain of June last year but greater than the increase during the same period in the two preceding years. Persons with jobs at June 23 were estimated at 1,556,000, an increase of 39,000 from the previous month and of 37,000 from the previous year.

Employment in construction rose seasonally and continued to be considerably higher than last year. Shortages of skilled tradesmen began to develop in a number of local areas. Loggers were still scarce, except in farming areas, and the demand for skilled miners also exceeded the supply. Shortage of farm hands continued in many areas as workers moved into manufacturing and construction employment.

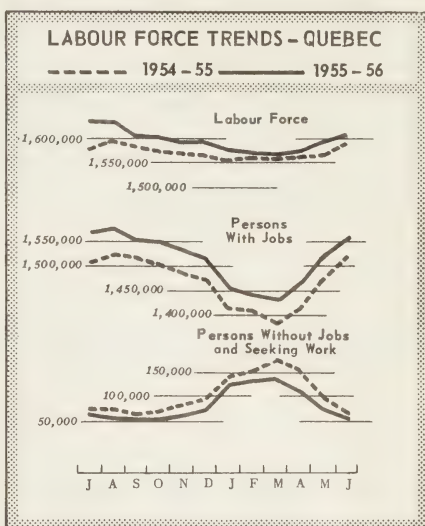
Total industrial employment was about 8 per cent higher than a year earlier. Employment has increased in most industries, forestry, aircraft and electrical apparatus and supplies recording the largest gains.

Twelve of the 24 local areas in the region were reclassified during the month, eight from the moderate surplus to the balanced category and four from the substantial to moderate surplus category. At July 1, the area classification was as follows (last year's figures in brackets): in balance, 14 (10); in moderate surplus, 10 (14).

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 3. Employment was about 9 per cent higher than last year. Labour demand was considerably stronger, and the available labour supply much smaller than a year earlier. Engineers, draughtsmen, auto mechanics, skilled construction workers, skilled metal workers and stenographers were scarce.

**Quebec-Lévis** (metropolitan). Reclassified from Group 2 to Group 3. Employment increased considerably during June, mainly in construction and logging. NES job registrations for male workers were only about two-thirds as numerous as in the previous month but registrations from females increased, mainly in secondary textiles and in clerical occupations, in which students usually register during the summer. Employment opportunities were twice as numerous as last year, and there were





shortages of loggers, auto mechanics, bricklayers, shoe stitchers and worsted menders.

**Lac St. Jean and Sherbrooke** (major industrial). Reclassified from Group 2 to Group 3. Employment increased mainly in outdoor industries. Loggers were scarce in both areas and Sherbrooke also reported shortages of sheet-metal workers, foundry workers, millwrights, carpenters and auto mechanics.

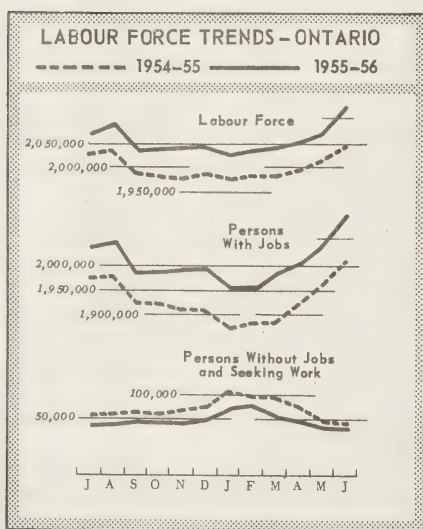
**Farnham-Granby** (major industrial). Reclassified from Group 2 to Group 3. The number of job registrations at the NES office decreased considerably in construction and to a lesser degree in textiles.

**Rouyn-Val d'Or** (major industrial). Reclassified from Group 1 to Group 2. Increased activity in outdoor industries and mining reduced the number of job applications registered with the NES, and demand for loggers, miners, painters, cranemen and shovelmen, and auto mechanics exceeded the available supply.

**Rivière du Loup, Gaspé, Rimouski** (major agricultural and minor). Reclassified from Group 1 to Group 2.

**Montmagny, Quebec North Shore, Ste. Agathe-St. Jérôme, Sorel** (minor). Reclassified from Group 2 to Group 3.

## ONTARIO



IN Ontario during June, a further increase in labour requirements from already high spring levels brought employment to an all-time record. Persons with jobs in the region reached a total of 2,094,000 at June 23, an increase of 56,000 from the previous month and 87,000 from the previous year. The number without jobs and seeking work dropped to 32,000, representing only 1.5 per cent of the total labour force in the region.

Manufacturing industries as a whole continued operating at near capacity, although there were some employment adjustments in farm machinery and automobile firms.

Shortages of engineers, draughtsmen, skilled metal workers, farm hands, miners, loggers and unskilled construction workers were quite pronounced.

During the month, 10 of 34 labour market areas in the region were reclassified, five from the balanced to the shortage category, two from moderate surplus to balance, two from balance to moderate surplus and one from shortage to balance. At July 1, the area classification was as follows (last year's figures in brackets): in shortage, 5 (0); in balance, 27 (29); in moderate surplus, 2 (5).

### Local Area Developments

**Hamilton** (metropolitan). Remained in Group 3. Most industries continued to be very busy but there was some slackening in automobile and agricultural implement manufacturing.

**Ottawa - Hull** (metropolitan). Remained in Group 3. Although this area remained in approximate balance there were severe shortages of farm hands, professional workers, sales personnel, machinists, painters and mechanics.

**Toronto** (metropolitan). Remained in Group 3. Heavy industry continued operating at near capacity although material shortages caused some slowdowns. Employment in the construction industry continued to increase and good construction labour and construction equipment operators were very scarce. Skilled metal workers were in very short supply.

**Windsor** (metropolitan). Reclassified from Group 3 to Group 2. Further small layoffs for inventory adjustment at Ford helped to bring the area into the surplus category. Construction was still very active but the labour supply was adequate.

**Brantford** (major industrial). Reclassified from Group 3 to Group 2. Massey Harris laid off workers early in June and further layoffs were anticipated for July or August.

**Cornwall** (major industrial). Reclassified from Group 2 to Group 3. Construction in the area continued to increase, resulting in some shortages of skilled construction workers.

**Sudbury** (major industrial). Reclassified from Group 3 to Group 4. All industries in this area were very busy and the labour supply was already very tight. Another 1,000 to 1,500 workers will be required on the Blind River development during July.

**Timmins - Kirkland Lake** (major industrial). Reclassified from Group 3 to Group 4. Shortages developed of diamond drillers, loggers, carpenters, machinists and unskilled miners and construction workers.

**Chatham** (major agricultural). Reclassified from Group 2 to Group 3.

**Bracebridge, Listowel and Woodstock - Ingersoll** (minor). Reclassified from Group 3 to Group 4.

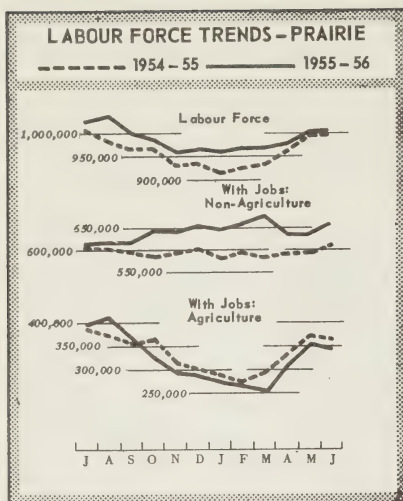
**Galt** (minor). Reclassified from Group 4 to Group 3. Temporary layoffs in iron and steel firms brought the area back into balance.

### PRAIRIE

EMPLOYMENT continued to increase in the Prairie region during June, reaching the highest figure on record for the month. Persons with jobs at June 23 were estimated at 1,000,000, about 9,000 more than a month earlier and 23,000 more than at the corresponding date in 1955. Demand was strong throughout the month for workers in all occupations and there were shortages of skilled construction workers, loggers, oil drillers, engineers, draughtsmen, and sales and clerical workers.

Three of the 20 areas in the region were reclassified during the month from the balanced to the shortage category. At July 1, the area





classification was as follows (last year's figures in brackets): in shortage, 7 (0); in balance, 13 (20).

### Local Area Developments

**Calgary** (metropolitan). Remained in Group 4. Shortages continued in a wide number of occupations despite a seasonal increase in the labour force. Construction and oil exploration continued very strong and stimulated further employment expansion in the trade and service industries, which have shown a remarkable rate of growth during the past two years.

**Edmonton** (metropolitan). Remained in Group 4. Employment continued

to expand in this area during June. The most serious labour shortages occurred in pipeline construction but suitable workers were also scarce in almost all other industries. Job opportunities were much greater than in the same month last year.

**Winnipeg** (metropolitan). Remained in Group 3. All industries recorded vigorous employment expansion. The year-to-year increase in job opportunities was reflected in the NES figures; vacancies listed at the NES office at the end of the month equalled 40 per cent of job registrations compared with 20 per cent a year earlier.

**Fort William-Port Arthur** (major industrial). Reclassified from Group 3 to Group 4. A very tight labour market developed, largely because of the record volume of construction work being carried out in the area. Forestry operations were curtailed during the month following the transfer of workers from the camps to fight forest fires. The generally heavy demand for labour is indicated in the NES statistics, which show two vacancies for every job applicant at the end of June compared with one vacancy for every 11 job applicants at the same date last year.

**Brandon and Lethbridge** (major agricultural). Reclassified from Group 3 to Group 4. Farm labour was very scarce and shortages were developing in construction and some parts of manufacturing.

## PACIFIC

ECONOMIC activity in the Pacific region continued to expand in June from the high levels already attained early in the spring; employment reached an all-time record. The number of persons with jobs at June 23 was estimated at 466,000, about 12,000 more than a month earlier and 19,000 more than in June 1955. Labour shortages continued to exist in a large number of occupations despite the heavy influx of workers from other parts of Canada. The ratio of job vacancies to registrations for

employment at NES offices is considerably higher than a year earlier in most areas, particularly in the male sector. In some areas, such as Kamloops and Kitimat, employment opportunities were far more numerous than the registrations for employment.

All industries were operating at high levels, apart from temporary interruptions caused first by fire hazard then by heavy rains and flooding. Construction, logging, manufacturing and mining were particularly active but agriculture continued to suffer from winter frost damage.

The greatest year-to-year employment increases were in the non-ferrous metal products, iron and steel products, transportation equipment and service industries. At Kitimat, which now has an estimated labour force of 7,000 to 8,000, one additional operating unit went into production in June and another was expected to be in operation by December.

Shortages of engineers, draughtsmen, welders, structural iron and steel and other metal workers, miners, marine electricians and of a number of skilled logging and construction trades were particularly severe.

During the month, three labour market areas were reclassified, two from the moderate surplus to the balanced category and one from substantial to moderate surplus. At July 1, classification of the 10 areas in the region was as follows (last year's figures in brackets): in balance, 9 (7); in moderate surplus, 1 (3).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 3. Intermittent rains early in the month slowed down construction temporarily but resulted in the resumption of forest work after a short closure because of fire hazard. Employment reached record levels. Labour shortages were reported in more than 20 skilled occupations, particularly in the metal trades.

**Victoria** (major industrial). Remained in Group 3. Employment continued at high levels since practically all industries were operating at or near capacity. Shortages existed for almost all trades in the shipyards, and for skilled loggers, and female service and office workers.

**Kamloops and Okanagan Valley** (minor). Reclassified from Group 2 to Group 3.

**Prince George** (minor). Reclassified from Group 1 to Group 2.





# Current Labour Statistics

(Latest available statistics as of July 10, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	June 23	5,764,000	+ 1.8	+ 2.7
Total persons with jobs.....	June 23	5,647,000	+ 2.7	+ 3.5
At work 35 hours or more.....	June 23	5,156,000	+ 3.2	+ 3.2
At work less than 35 hours.....	June 23	348,000	-10.8	+ 4.5
With jobs but not at work.....	June 23	143,000	+27.7	+ 10.9
With jobs but on short time.....	June 23	22,000	- 4.4	- 21.4
With jobs but laid off full week.....	June 23	*	-	-
Persons without jobs and seeking work	June 23	117,000	-29.1	- 25.5
Total paid workers.....	June 23	4,429,000	+ 3.9	+ 5.7
In agriculture.....	June 23	106,000	- 0.9	- 18.5
In non-agriculture.....	June 23	4,323,000	+ 4.0	+ 6.4
<i>Registered for work, NES (b)</i>				
Atlantic.....	June 21	25,395	-45.2	- 30.7
Quebec.....	June 21	65,701	-37.1	- 16.6
Ontario.....	June 21	55,947	-16.0	- 27.8
Prairie.....	June 21	23,787	-40.0	- 28.6
Pacific.....	June 21	21,041	-15.8	- 18.2
Total, all regions.....	June 21	191,871	-32.0	- 23.9
<i>Claimants for Unemployment</i>				
Insurance benefit.....	June 1	188,927	-35.3	- 21.5
Amount of benefit payments.....	May	\$19,154,627	-42.3	- 4.3
Industrial employment (1949=100).....	May 1	115.1	+ 1.4	+ 7.2
Manufacturing employment (1949=100).....	May 1	114.1	+ 0.6	+ 6.3
Immigration.....	1st qtr. 1956	18,963	-	+ 7.6(c)
<i>Strikes and Lockouts</i>				
No. of days lost.....	June	77,775	-	+120.8(c)
No. of workers involved.....	June	16,815	-	+120.7(c)
No. of strikes.....	June	36	-	+ 49.3(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	May 1	\$63.84	+ 0.6	+ 4.7
Average hourly earnings (mfg.).....	May 1	\$ 1.51	+ 0.4	+ 3.9
Average hours worked per week (mfg.).....	May 1	41.4	+ 0.7	+ 0.5
Average weekly earnings (mfg.).....	May 1	\$62.56	+ 1.1	+ 4.4
Consumer price index (av. 1949=100).....	June 1	117.8	+ 1.0	+ 1.6
Real weekly earnings (mfg. av. 1949=100)	May 1	128.6	+ 1.1	+ 4.2
Total labour income.....\$000,000	April	1,121	+ 2.6	+ 10.9
<i>Industrial Production</i>				
Total (average 1935-39=100).....	April	278.5	+ 0.5	+ 7.4
Manufacturing.....	April	286.9	+ 1.6	+ 6.7
Durables.....	April	350.7	+ 1.5	+ 7.3
Non-Durables.....	April	246.1	+ 1.7	+ 6.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *May Labour Gazette*.

(b) See inside back cover, *May Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

\* Less than 10,000.

# Notes of Current Interest

## **30 Canadians Attending Oxford Study Conference**

Names of the 30 Canadians chosen as members of the Duke of Edinburgh's Study Conference on the Human Problems of Industrial Communities within the Commonwealth and Empire were announced at the end of last month by the Right Hon. C. D. Howe, Minister of Trade and Commerce.

The following is a list of the successful candidates, who were nominated by private firms, business associations and trade unions:—

J. A. Armstrong, Calgary, Imperial Oil Ltd.; E. Benson, Trail, B.C., Consolidated Mining and Smelting Co.; W. S. Haggett, Winnipeg, Bristol Aeroplane Co.; J. H. Doyle, Chicoutimi, Que., Price Brothers and Co.; J. W. Henley, Hamilton, Canadian Westinghouse Co.; L. B. Jack, Vancouver, B.C. Electric Co.; J. J. Kinley, Jr., Lunenburg, N.S., Lunenburg Foundry and Engineering Co.; Lt.-Col. G. H. Logie, Sherbrooke, Que., Canadian Ingersoll-Rand Ltd.; J. G. Morrison, Sault Ste. Marie, Ont., Abitibi Power and Paper Co.; W. A. Martin, Kitchener, Ont., Dominion Rubber Co.; J. C. McGlashan, Ottawa, McGlashan Silverware Co.; J. R. Phillips, Brockville, Ont., Phillips Electrical Co.

R. D. Archibald, Dominion Textile Co.; Dr. W. H. Cruickshank, Bell Telephone Co.; K. J. Forbes, Catelli Food Products Ltd.; L. Hemsworth, Canadian Industries Ltd.; J. A. Hornibrook, Du Pont Company of Canada; J. R. Houghton, Northern Electric Co.; J. W. McGiffin, Canada Steamship Lines; P. B. Thresher, Bathurst Power and Paper Co., all of Montreal.

R. Atkin, Canadian Brotherhood of Railway Employees, and K. J. McLennan, Oil, Chemical and Atomic Workers, both of Edmonton; Nelson Cox, Barbers' International Union, and C. Ward, United Auto Workers, both of Brantford, Ont.; D. I. Finn, Sarnia, Ont., Oil, Chemical and Atomic Workers; J. A. Huneault, Ottawa, Brotherhood of Railroad Trainmen; R. H. Brown, Port Credit, Ont., International Printing Pressmen and Assistants' Union; F. S. Cooke and L. K. Sefton, United

Steelworkers of America, and F. D. Smith, International Photo-Engravers' Union, all of Toronto.

The conference, which is being held in Oxford, England, from July 9 to 27, is being attended by 280 persons from all parts of the Commonwealth.

The gathering, which is to study the human aspects of industrialization, with special reference to those factors which make for satisfaction, efficiency and understanding within industrial organizations and between them and industry and the community around them, will take place in three stages.

The first part, from July 9 to 12, will be held in Oxford, and will take the form of papers by well-known figures in industry in the United Kingdom, and group discussion. The second part will consist of nine-day tours of industrial towns and cities by the 20 groups into which the conference is to be divided. Finally, for the third part the members will return to Oxford to hear papers by persons from overseas, and for further group discussions.

Two of these papers will be read by Canadians. They are: "Social Planning and Adjustment at Kitimat" by E. Luchterhand, Research Associate of the Staff Training and Research Division, Aluminum Co. of Canada; and "The Contribution of the Social Scientist to Management" by Farrell C. Toombs, Associate of the Department of Psychiatry, and Associate Professor of the Institute of Business Administration, University of Toronto.

The conference will not make policy or pass "pious resolutions" and it will not trespass on the field usually covered by collective bargaining. Instead it was arranged to be a practical study of how human life has been influenced by the growth of industry, and how those communities where industrialization is less advanced can learn from the successes and failures of others.

It is a conference of young persons who are making their mark in industry and the community as trade unionists, technicians and managers. None of them are much above 45 years of age, and some may be no more than 25. They have come from all kinds of industries and from enterprises large and small. None of them have been sent as official delegates or representatives.

The outline program of the conference describes it as "essentially an experiment in common effort within the Commonwealth... a meeting not of research workers but of men and women of many races and nations who are facing practical



responsibilities in industry and are prepared to exchange ideas freely and frankly on the tasks and opportunities ahead of them".

## **Ont. Labour Federation Holds Hearings on Act**

Criticisms of the Ontario Labour Relations Act and its administration were heard during June and early July by a special committee set up by the Ontario Provincial Federation of Labour.

The committee expects to report to the Federation later in the year on its findings.

Views of affiliated unions and other interested organizations were presented to the Committee at public hearings in Toronto, St. Catharines, London, Windsor, Hamilton, Kitchener, Peterborough, Cornwall, Kingston, Cobalt, Timmins and Port Arthur.

A full account of the hearings will appear in the *LABOUR GAZETTE* for August.

## **UAW Concerned about Auto Industry Layoffs**

Layoffs in the automobile and agriculture implement fields, caused by automation and other factors, came under scrutiny at two separate meetings of United Automobile Workers of America. One meeting was at Toronto, the other in Brantford, Ont.

In Brantford, 120 delegates, representing 75,000 UAW workers in Canada, called for a labour-management-government conference to assess results to date and prospects for the immediate future of automation in Canadian mass production industries.

Delegates were informed that unemployment, brought on by a combination of automation, over-production, United States imports and falling farm income, had already cut in half the work force in the Ford Company of Canada plant at Windsor, and that soon the Massey-Harris-Ferguson chain would cut its work force to a few hundred maintenance and tool workers.

"It is not enough for industry to say automation will work to everyone's benefit in the long run," said George Burt, the union's Canadian Director. "It is in the interest of all Canadians that automation be brought into use with a sense of social consciousness."

He said legislators must be made as aware as workers of the tremendous social forces set in motion by management's new philosophy and that management must realize at the outset that it must share the fruits of automation with all segments of society, or bring the Canadian economy to ruin.

At the Toronto meeting of the International Agricultural Implement Workers Wage and Hour Council of the UAW, 100 delegates representing workers throughout North America made plans for bringing to bear on various levels of industry and government the importance of providing full employment.

Council President Stephen Olsen said that in Racine, Wisconsin, where Massey-Harris-Ferguson had a peak work force of 2,250, layoffs were occurring at such a rate that within three months only 250 production workers would remain on the job.

Philip Kearns, of Toronto, said that the company had reduced the Toronto plant's work force from 4,600 in 1952 to 2,400 by 1956. Workers at Hamilton were being laid off in groups—a recent one amounting to 300 to 400 men.

International Representative Paul Siren thought that "the decline in purchasing power of the farmers is undoubtedly the major cause" of the cutback on production that is bringing about the layoffs.

He said the farmers' union and the Canadian farm implement branch of the trade union movement are planning to petition the Government for aid in resolving the problem.

"Trade policies of the Government have restricted exports to the point that we've lost some of our best customers," he declared.

Automobiles, like strawberries, should be priced according to seasonal demand, Walter Reuther, UAW President, recently told the *Detroit Free Press*.

People should be told that if they buy an automobile in the summer, when demand is greatest, they would pay a higher price for their cars, the same as they "have to pay more for strawberries in February".

Such a sliding scale in prices, Mr. Reuther feels, would help level out the peaks and valleys in the auto industry.

## **NES Manager in Cornwall, Awaiting Award, Dies**

J. René Laframboise, Manager of the Cornwall, Ont., office of the National Employment Service since its opening in 1941, who was runner-up for the 1956 Award of Merit of the International Association of Personnel in Employment Security (L.G., May, p. 493), died on June 11. He was 58 years of age.

Mr. Laframboise was to have received his award at the 43rd annual convention of the Association in Toronto the latter part of June.

## **W. Thomson Named Chief, Employment Service, UIC**

William Thomson, for the past eight years Chief of the Analysis and Development Division, Unemployment Insurance Commission, has been appointed Director of the Employment Service. He succeeds J. W. Temple, who has been named Director of Staff Relations.



**William Thomson**

Mr. Thomson, who is 52 years old, has had 25 years' service in several federal government departments. Born in Dundee, Scotland, and educated there and in Australia, he came to Canada in 1927. Four years later he entered the public service in the Census Division of the Dominion Bureau of Statistics.

In 1941 he was seconded to the Wartime Prices and Trade Board as Director of Licensing. Two years later he joined the Royal Canadian Navy, in which he served as Staff Officer, Personnel Selection, Atlantic Command. He was discharged in 1946 with the rank of lieutenant-commander.

After a further brief period with DBS, Mr. Thomson joined the staff of the Unemployment Insurance Commission. He served several years as a specialist in occupational research and labour market information before becoming head of the Analysis and Development Division.

## **30-Hour Week Granted To CLC Office Staff**

The 30-hour week, which the Canadian Labour Congress has set up as one of its targets (L.G., June, p. 649), has been won by some of the Congress' own employees.

A new contract between the CLC and the Office Employees' International Union, covering clerical employees at Congress headquarters and regional offices, provides for the 30-hour week in addition to substantial wage increases, averaging about \$35 a month.

The contract does not apply to Congress officers, representatives or organizers.

## **Chrysler Begins Program Of Apprentice Training**

A Canadian automobile manufacturer, in co-operation with the union in the plant, has begun an apprentice training program to help meet the increasing need for skilled tradesmen.

J. G. Craig, Vice-president in charge of personnel, Chrysler Corp. of Canada, last month announced the establishment of a four-year training scheme based on an agreement with the United Auto Workers. It will offer courses in electrical, millwright, steamfitter-pipefitter, toolmaker, machine repair, and body fixture builder trades.

Applicants aged 18 to 25 years with secondary school diplomas are eligible.

The plan provides for one apprentice in training for every eight journeymen.

## **"Women Should Encourage More Vocational Training"**

Mothers should encourage their children to enter vocational training schools rather than force them into academic courses, the National Council of Women has suggested.

"There is a tendency among parents and some educators to look down on this type of education," said Mrs. Alan Turner Bone, outgoing President of the Council. "But if Canada is to maintain her position in the world we must have more trained engineers and technicians."

The Council suggested that women's groups could help by offering scholarships to vocational school students and by seeing to it that schools have adequate courses and qualified teachers.

In another resolution, the Council asked the Government to provide not only for equal pay for equal work but also for equal opportunities for employment and advancement.



## **U.K. Takes Steps to Ease Shortage of Technicians**

A further step has been taken to ease the shortage of technologists in Britain, with a change in the Ministry of Education system of granting state scholarships.

Technical state scholarships are to be increased from 120 to 150 for the 1956-1957 academic year.

In conjunction with the planned build-up of the pool of technologists, Britain plans to spend 85 million pounds during the next five years on buildings and equipment to train prospective technical personnel.

The present annual output of technologists amounts to around 9,500. The Government hopes to increase this to 15,000.

## **Urges Contractors Help Training of Apprentices**

The attention paid by employers to getting the supply of goods needed in construction has not been balanced by a proportionate solicitude for ensuring the necessary supply of manpower, said A. Turner Bone, President of the Canadian Construction Association, in an address to the Calgary Builders' Exchange last month.

Looking after the training of apprentices is a new idea to a number of contractors, he went on to say. "Many still look to the schools, to other contractors and to immigration as the source of their skilled men. The schools—whether they be universities, apprenticeship centres or technical schools—need our help; all in the industry have a responsibility to assist in the job-site training that is so essential; and we Canadians can no longer rely on the training programs of other countries to supply us with skilled mechanics, professional men or even heavy labour."

Those in the industry could help, he said, by participating in the apprenticeship training program, by encouraging the entry of recruits to the industry, by seeing that the boys taken on receive proper training on the job, and by helping the apprenticeship instructors and inspectors.

The work of the universities could be furthered, he suggested, by offering summer-time employment to students, by granting prizes, bursaries and fellowships, and by co-operating in the arrangement of courses.

"A large number of construction men received their training 'informally,'" Mr. Bone said. "This is fine for building character but it is wasteful in both time and human resources. Canada is a country

in a hurry and employers should invest more in time and money in the training of others. This is an investment with good 'growth' features."

## **More, Better Trained Graduates Said Needed**

At the final sessions of the 10-day Learned Societies Conference in Montreal last month, Canadian universities were urged to turn out more and better trained graduates. The reply of the universities was that they needed more money if they were to be able to do this.

Officials of business and industry attending the conference sessions said that the demand for graduates, especially in technical fields, will increase greatly in the next ten years, and the universities will be called upon to meet the demand.

University officials said that they need more money to enable them to attract capable teachers and to enlarge their facilities.

The following are samples of the comments heard during four days' discussions:—

"Student enrolment is expected to double in the next decade, but universities now do not have the money to increase staff or facilities," said Claude T. Bissell, University of Toronto.

"The shortage of skilled teachers in both colleges and secondary schools is a matter of great national importance," said Prof. B. W. Sargent, Queen's University.

"Five of every six university graduates applying for jobs with the federal Government are unsuitable for employment," according to O. E. Ault, Director of Planning and Development, Civil Service Commission.

C. R. Armstrong of the Bell Telephone Co. said that "graduates expect too much to be given them too quickly".

Msgr. A. M. Parent, Rector of Laval University, complained that French-Canadians are losing control of a portion of their life because French-speaking universities are not turning out enough graduates to fill industrial positions.

A somewhat different line was taken by Herbert H. Lank, President of Du Pont Co. of Canada. Speaking to the University Counselling and Placement Association, he expressed the opinion that the need for engineers and science graduates in business has probably been "grossly overemphasized".

Speaking on the importance to business of obtaining men with a liberal arts education, Mr. Lank said that although a large number of technically skilled persons are

needed in business, businessmen have been inclined to want engineers and scientists for jobs that could be done just as well by men without technical education.

Although the importance of skilled personnel should not be belittled, he said, the pendulum is now swinging in favour of the liberal arts graduate and there is a danger that it may swing too far.

## **Sees Greater U.S. Bidding For Canadian Graduates**

Because the United States has relaxed its regulations for compulsory military training, Canadian employers are going to face stiffer competition from United States employers for university graduates, it is predicted by J. K. Bradford, Director of Placement, University of Toronto.

"The military draft has been the big obstacle in the path of young Canadians as far as working in the United States is concerned," he said. "The prospect of having to undergo military service has been the main deterrent to Canadian graduates accepting employment across the border; but there are signs that the situation is changing."

## **AFL-CIO Council Acts on Organization, Corruption**

Problems of organization and measures to deal with corruption in the management of union welfare funds were among the important matters dealt with by the AFL-CIO Executive Council at its regular summer meeting last month.

The Council directed the Department of Organization to go ahead with plans for organizing about 750,000 textile workers in northern and southern states.

Evidence regarding corrupt handling of welfare funds was referred to the international unions whose locals were alleged to be involved. A report dealing with alleged welfare fund corruption in three international unions was referred to the AFL-CIO Ethical Practices Committee; the Committee was asked to make recommendations.

The Council decided to postpone filling the vacancy in its ranks caused by the death of Matthew Woll. President George Meany was to appoint a three-man sub-committee to make recommendations for a replacement.

Other actions taken by the Executive Committee included:—

Approval of the merger of the 300-member Metal Engravers and Marking Device Workers Union with the 800,000-member International Association of Machinists.

Asking the Building Trades Department to call a meeting of the presidents of its 19 affiliates at which Mr. Meany will ask withdrawal of a recent letter which urged delay in mergers of state federations of labour and industrial union councils until jurisdictional questions have been further discussed.

Calling on Congress to give "top priority" to increasing the coverage of the Wage-Hour Act to include workers not now under its provisions.

Approval of the appointment of Vice-president Richard Walsh of the Theatrical Workers as chairman of the AFL-CIO Committee on Occupational Safety and Health, in succession to Dave Beck of the Teamsters, who had asked to be relieved because of pressure of other duties.

## **AFL Staff and Unions in Canada Now Part of CLC**

The Canadian staff of the American Federation of Labour became part of the Canadian Labour Congress on July 1.

Arrangements for the transfer were completed during a June visit to Washington by CLC Executive Vice-president Gordon Cushing and Secretary-Treasurer Donald MacDonald.

The AFL's Canadian staff, eight in number, was headed by Russell Harvey, who now becomes CLC Regional Director of Organization for Ontario.

Also transferred to the CLC were the 57 directly-chartered AFL unions in Canada, whose membership totals 6,000.

Affiliation of the 5,000-member One Big Union with the CLC was also completed last month.

## **Merger Terms Approved By Saskatoon Councils**

Conditions for the merger of Saskatoon's two labour councils were accepted last month.

According to the merger terms, the president of the amalgamated council will be chosen from the CCL, one vice-president from the TLC and one from the CCL, a registrar from the CCL, a recording secretary and a treasurer from the TLC, and five executive members from each group.

The two councils are the Saskatoon Trades and Labour Council (TLC) and the Saskatoon and District Labour Council (CCL).

## **Use Automation's Gains To Cut Prices, Says TUC**

A report on automation in offices recently prepared by the British Trades Union Congress has expressed the view that gains from automation should be used to reduce consumer prices rather than for all-round improvements in working conditions.

The report said that, next to redundancy, the chief concern of trade unions in technical innovation is that of wage rates and earnings. The simplification of work through mechanization is regarded by many employers as a justification for employing less skilled staff and "cutting the rate".

Resistance to this by unions, the report said, could be expected, particularly with the increasing responsibilities for material and equipment and the feeling that workers have the right to share the gains resulting from higher productivity.

For some unions, it was suggested, there might be an additional problem in trying to "spread" the benefits of automation. Efficient highly mechanized firms usually have low labour costs and are able to pay wage rates above the average. Differences in efficiency among firms might limit the degree to which advantage of automation might be taken by unions seeking uniformity and negotiating on an industry-wide or national basis.

Union-company negotiations might provide means of extracting a larger share of the benefits of automation, including a shorter working week, but not necessarily on an industry-wide basis, and this could lead to friction. Similarly, in one department it might be thought desirable for various reasons to keep wage rates "in line" rather than try to "exploit" the profitability of new machines.

This, said the report, is not necessarily an unreasonable approach. It might be that trade unionists would have to see the prices of some commodities and services rise to accommodate their demands for uniform improvements in working conditions. A much superior service to the whole community would be performed, especially in relation to fixed income groups, if the gains from automation could be used to reduce consumer prices.

On the subject of redundancy, the report pointed out that in several sections of industry agreements have been reached providing for compensatory payments to workers technologically displaced. "This," it commented, "is a fair and reasonable charge on increasing efficiency and tides workpeople over the period of looking for

another job, moving to another area or retraining. Technological innovation puts a premium on flexibility and mobility."

The report said that, more than anything else, trade unions demand prior notification and opportunities for discussing reorganization developments. It might not be simple to transfer clerical staff on routine work to computer "programming" and other jobs. "Raising the average level of skill in any single establishment," it added, "may require considerable adjustments in the labour force over a long period and emphasizes again the importance of retraining facilities, especially for the older worker."

The report suggested that the high cost of electronic and other equipment might encourage employers to look into shift work for clerical workers.

After surveying the development of automation in offices in America and in Britain, the report said that it will be many years before even all larger companies in Britain are making extensive use of electronic computers. There is a feeling, it added, that automatic working in offices may have a sharper impact than in industry, but so far it has not caused difficulties beyond the ability of the unions and employers jointly to deal with in a reasonably satisfactory manner.

The ideal for trade unions is that automation should be introduced not too fast and not too slowly, the report went on. Trade unions would be justified in concluding at this stage that the pace of automation on a broad front is not going to be as alarming as is sometimes forecast, notwithstanding the possibility of significant localized developments.

Over a long period, extensive automation, radically altering the size and balance of labour forces, might lead to organizing problems for trade unions, requiring inter-union examination of such matters as demarcation and entrance to trade.

The responsibilities of workplace representatives are likely to increase, stressing the need for adequate liaison and communications between unions and their representatives, and the ample provision of training facilities in modern management and production techniques.

The report concluded that the general situation was confusing and that more investigation was needed. "What stands out plainly so far in connection with automation problems," the report added, "is that they are largely the responsibility of the unions and employers in each industry, to be discussed and negotiated through the appropriate industrial relations machinery."



## **Civil Service Groups Begin Merger Talks**

Preliminary negotiations towards ultimate union of Canada's federal civil servants in one organization, conducted last month between the two largest employee associations, ended in close agreement on most points.

W. J. Bagnato, Executive Secretary of the Civil Service Federation of Canada, said after a meeting last month with the Amalgamated Civil Servants of Canada that the two groups agreed closely on most issues of organizational structure and organization.

The Federation, with about 70,000 members, bands together autonomous government department organizations, while the Amalgamated, with a membership of about 10,000, accepts all groups in one large organization.

Unity discussions have also been held with the 10,000-member Civil Service Association of Ottawa. The Professional Institute of the Public Service of Canada, which represents 3,500 professional, scientific and technical civil servants, has declined to participate, believing that it "can best serve the interests of professional civil servants by remaining an independent organization".

---

## **Half Retired Persons Want Return to Work**

Half the retired people enjoy retirement while the other half would prefer to be back at work, according to recent studies, Dr. J. D. Griffin, General Director of the Canadian Mental Health Association, told members of the Toronto Rotary Club last month.

Of unskilled labourers, 32 per cent wanted to return to work, he said. But those who had enough money to live on comfortably did not want to. About 67 per cent of the retired professional people wanted to continue their work, regardless of the money involved, Dr. Griffin said.

"Retirement plans are increasingly in conflict with growing old. Persons reaching retirement age grow less and less interested in retiring," he asserted. Age is a relative thing and depends on the individual's point of view.

Older persons have wisdom, experience and "a certain statesmanship" lacking in younger people, and he said that it had been shown that 10 to 20 per cent of retired people of all kinds could do better work than the younger workers kept on.

"As employers gain more experience and confidence in the intelligent use of older employees they are finding a formula in which they can make use of older persons without using an arbitrary fixed retirement age," Dr. Griffin contended.

---

## **1949 Asbestos Strike Subject of New Book**

The historic strike in the asbestos industry at Asbestos and Thetford Mines, Que., in 1949 is the subject of an extensive study, recently published, by a group of authors under the direction of Pierre Elliot Trudeau, Montreal lawyer and economist (*The Asbestos Strike*, Cité Libre publishers, Montreal, 430 pages, \$3).

Immobilizing 5,000 miners for 120 days, the strike aroused public opinion by the spectacular events to which it gave rise as much as by its repercussions on trade unionism in Quebec province.

In addition to an interesting analysis of events during the dispute, the study, one of the few of a strike ever made in Canada, also offers a reliable survey of the social situation in the province at the time.

Contributors included: Jean Guérin Lajoie, "Financial History of the Asbestos Industry"; Fernand Dumont, "History of Trade Unionism in the Asbestos Industry"; Gilles Beausoleil, "History of the Strike at Asbestos"; Rev. Father Gérard Dion, "The Church and the Asbestos Dispute"; Charles A. Lussier, "The Strike in our Legal Framework"; Gérard Pelletier, "The Strike and the Press"; Maurice Sauv  , "Six Years Later"; and Reginald Boisvert, "The Strike and the Labour Movement".

In addition to an interesting epilogue, Mr. Trudeau contributed a profound analysis of the social situation in Quebec province at the time of the strike.

---

## **7-Year No-Strike Pact Signed by N.Y. Union**

A seven-year no-strike contract has been signed in the United States by four locals of the International Brotherhood of Teamsters and the Coca-Cola Bottling Company of New York. It covers 1,500 drivers and plant employees in the New York area.

The agreement provides for arbitration of all disputes, including those over wage increases at annual re-opening periods.

The contract, signed last month, is retroactive to June 1.

## **Ont. Accident Prevention Meeting Attracts 4,000**

Nearly 4,000 men and women from all parts of Ontario, and from outside the province, attended the annual safety conference of the Industrial Accident Prevention Associations this year.

At present more than 700 employees and officers of member companies are actively engaged in the Associations' accident prevention groups, R. S. Bridge, the retiring President, told the conference. These groups, he said, have promoted a total of 259 meetings which have been attended by 22,566 persons in all.

During the first six months of 1955, Mr. Bridge said, the number of accidents reported was considerably below that for the first half of 1954. But after that, with the constantly increasing pace of industry in the province and the long hot spell, the number of accidents increased compared with the year before, and by the end of the year compensation cases reported had risen in number by 5 per cent.

Notwithstanding this increase, the President said, the total for 1955 was still below that of 1947, when a much smaller number of workers were employed.

The total number of permanent disabilities and of fatal injuries in 1955 was below that of 1954, Mr. Bridge said.

### **E. E. Sparrow**

Statistics are not a sound gauge of the work of accident prevention, E. E. Sparrow, Chairman of the Workmen's Compensation Board, told the conference. The reason for that was that the Board's job was to count the accidents that had not been prevented. He admitted, however, that 1955 data showed retrogression from 1954.

Statistical data concerning permanent disability awards and fatalities, on the other hand, he said, were more encouraging. In 1920, with 31,842 compensable cases allowed, 2,715 were awarded permanent disability pensions, a percentage of 8.53.

In 1955, with 61,484 compensable injuries allowed, the permanent disability awards had come down to 1,922, or 3.13 per cent, Mr. Sparrow said. He added that he believed this was the lowest comparable percentage anywhere in North America.

Fatalities allowed were 276 in 1954 and 278 in 1955. Allowing for the increase in the number of workers, he said, this might be considered to represent a slight improvement.

### **R. G. D. Anderson**

From all their members, 23,483 compensation cases were reported in 1955, an increase of 5.8 per cent over the previous year and a reflection of the high level of employment that prevailed in 1955, R. G. D. Anderson, IAPA General Manager, told the meeting. This total, he said, was well below that for 1947, when there were at least 75,000 fewer people in their plants.

The increase in the number of accidents in the last six months of 1955, he said, might have well been due to the long spell of hot weather in the summer and fall months.

"When consideration is given to the actual reduction in the number of fatalities and the very small increase in the frequency rate in spite of the high level of employment, it is fair to say that continued progress was made in industrial accident prevention in Ontario in 1955," Mr. Anderson asserted, adding that "the improvement over the long term is even more apparent and encouraging."

### **T. A. Rice**

For some years past the Canadian Manufacturers' Association has been asking the federal Government to remove the sales tax on a long list of equipment and materials used in promoting the safety and health of workmen engaged in manufacturing, T. A. Rice, CMA President, said, and it had been good news to learn that in the recent budget the 10 per cent tax had been taken off a number of articles of this kind.

"A good safety record is hard to achieve," he remarked. "It only comes if it has the active support of management, supervisors and employees. In other words, everyone from the president to the office boy—from the plant superintendent to the most recent apprentice recruit—must take part in the safety program."

### **Election of Officers**

New officers elected were: President, D. F. Hassel, Dominion Foundries and Steel Ltd., Hamilton; First Vice-president, Murray Smith, Canadian Industries Ltd., Agricultural Division, Chatham; Second Vice-president, L. E. Barchard, Canadian Oil Companies Ltd., Toronto; and Honorary Treasurer, N. E. Russell, Aluminum Goods Ltd., Toronto.

## **Plan Now for Building Next Winter—CCA Chief**

"Although mid-summer is technically just around the corner, now is the time to make plans for increasing the volume of construction next winter," A. Turner Bone,

President of the Canadian Construction Association, told members of the Lakehead Builders' Exchange last month.

A reduction of 20 per cent in the number of seasonally unemployed construction workers had been brought about, and much of this reduction was due to the publicity campaign which had aimed to overcome the antiquated prejudice against wintertime building, Mr. Bone said.

However, about a fifth of our construction labour force would be out of work part of the time next winter unless more attention was given to the timing of projects by owners and designers so as to spread out the construction program more evenly throughout the year; and this unemployment, he said, was an economic waste that the country could not afford. "Modern techniques," he affirmed, "permit most types of project to be built economically in the winter months."

Owners of larger buildings, as well as homeowners, would benefit by the better supplies of men and materials by having repair and renovation work done during the winter, Mr. Bone said.

If work were timed so that a building could be "closed in" before the severe weather began, the only extra cost, he said, was for heating and for material to cover openings, and this might well be offset by savings in other directions.

He said that one result of the steel shortage would be that many projects would be deferred, and this would tend to increase employment next winter. "Cement will also be in better supply towards the end of the year and it is a fact that concrete poured in cool temperatures is superior to that poured during hot weather," he added.

The CCA President cited the example of the Scandinavian countries, which "are climatically similar to our own and have achieved virtually year-round construction operations".

---

## **Long AFL Vice-President, Matthew Woll Dies**

Matthew Woll, Vice-president of the AFL-CIO and of the International Photo-Engravers' Union, President of the AFL-CIO's Union Label and Service Trades Department, and holder of many distinctions earned during 60 years as a union member, died in New York on June 1 after a two-months' illness.

Chairman of the AFL International Relations Committee, after the AFL-CIO merger he became a co-chairman of the

AFL-CIO International Affairs Committee. He was also Chairman of the AFL-CIO Free Trade Union Committee.

Mr. Woll was born in Luxembourg in 1880 and at the age of eleven came to the United States with his parents, who settled in Chicago. Five years later he became an apprentice photo-engraver, and ten years after that, at the age of 26, he became President of the Photo-Engravers' Union.

He continued to serve as president of the union until 1929, when he stepped down from that office to become President of the Union Labor Life Insurance Co., a post he held until he died. On ceasing to be president of the union he became its first vice-president, also retaining that office until his death.

He was first elected as one of the vice-presidents of the American Federation of Labor in 1919, and he continued to be re-elected each year until the AFL-CIO merger convention in December 1955. At that session he became one of the vice-presidents of the new united labour body.

Throughout his career he retained the editorship of *The American Photo Engraver*.

Mr. Woll at different times held various posts in the labour movement and was a recognized spokesman for organized labour in government circles. He was a member of President Harding's Unemployment Conference, and in the Second World War was a member of the National War Labor Board. In 1945 he served on President Truman's Labor-Management Conference.

---

## **Mine-Mill Union Certified At 4 Ontario Gold Mines**

Certification as bargaining agent for the employees at four gold mines in the Red Lake district of Ontario was recently granted to the International Union of Mine, Mill and Smelter Workers.

The four mines are: Madsen Red Lake Gold Mines, New Dickenson Mines, Starratt-Olsen Mines, and Mackenzie Red Lake Gold Mines.

At the first of these, certification was granted without a vote. At the other three mines, voting, according to a union statement, was fairly close. The vote at New Dickenson was: for the union, 95; against, 80; at Starratt-Olsen, 33 for and 23 against; and at Mackenzie Red Lake Gold Mines, 45 for and 39 against.

A vote has also been ordered in the neighbouring Pickle Crow Lake district, where the union has applied for certification.



# **Proceedings of Parliament of Labour Interest**

## **Industrial Relations**

**May 29**

*Voluntary Revocable Check-off*—Second reading of bill to amend the Industrial Relations and Disputes Act to provide for the voluntary check-off. Debate adjourned.

**June 15**

*Annual Holidays With Pay*—Bill to provide for annual holidays with pay for employees debated.

The Minister of Labour stated he was not prepared to support the bill at this time for the following reasons:

Because of the influence which does attach to federal legislation extending across the country, if we accept two weeks as the proper minimum standard, our action may be regarded as pressure on some provinces to provide the same standard whether or not this is a standard which, in the light of their own experience and circumstances, is warranted. The Leader of the Opposition indicated this afternoon that when the Industrial Relations and Disputes Investigation Act was passed by Parliament it was immediately copied or followed in the province of Ontario.

If, on the other hand, we were to decide that one week after one year of employment is the proper minimum standard, this might be regarded as placing a brake on an upward revision in provinces which may consider it expedient to provide for some increase over one week. We have been influenced in our own thinking up to this point by the fact that without legislation in the federal field, more favourable vacation with pay plans are being adopted year by year, by the fact that the trend towards annual paid vacations has developed in the United States without either state or federal legislation, and by the experience in the United Kingdom, where legislation providing for paid vacations is confined to certain industries subject to the Wage Councils Act, which are, generally speaking, the industries in which the workers are to a large extent unorganized and which have no counterpart in our federal field.

## **Tobacco Workers**

**May 29**

In view of representations received from the flue-cured tobacco marketing association, the Minister of Labour informed the House that he had notified the secretary of that association that should the necessity arise for bringing in more primers and tyers than could be provided in Canada, an attempt would be made to fill the need from the United States.

## **Health Insurance**

**June 13**

Three provinces—Alberta, Saskatchewan and British Columbia—have accepted in principle the Government's hospital insurance program proposal, the Minister of

National Health and Welfare said, replying to an inquiry by Elmore Philpott (Vancouver South). The proposal, added the Minister, requires acceptance by six provinces, representing a majority of the people in the country.

## **Labour Conditions**

**June 8**

Roland Michener (St. Paul's) asked if any plans were being developed by the Government to deal with the threatened unemployment due to layoffs in the farm implement and automotive industries.

The Minister of Labour replied that no specific plans were being worked out. While it was unfortunate, he said, that skilled workers in that field may need to take other employment for the time being, he was sure other employment would be available for most of them. "In the period since the middle of April down to about two or three weeks ago, the number going off our application lists for employment across Canada has been almost a quarter of a million workers."

## **Housing**

**June 13**

The Government does not contemplate any direct steps to increase the flow of mortgage funds for housing purposes, the Minister of Public Works said in reply to an inquiry by Donald M. Fleming (Eglinton) concerning alleged scarcity of mortgage funds in metropolitan areas.

## **Professional and Technical Manpower**

**June 14**

A statement on the steps being taken by the Government with regard to professional manpower, skilled workers and non-professional technicians was made by the Minister of Labour during consideration of his Department's estimates.

## **Unemployment Insurance**

**June 20**

Replying to questions by members concerning the extension of unemployment insurance coverage to Canadians working on United States bases, the Minister stated that arrangements have now been concluded with the United States Government for the insuring of all Canadian civilian personnel employed in Canada by the United States armed forces, commencing July 1, 1956.

Under the agreement, "Canadian employees" includes all residents of Canada whether or not they are Canadian citizens, provided they are not insured under any unemployment insurance law of the United States in respect of the same employment.

# Professional and Technical Manpower

Minister of Labour, introducing his estimates in Commons, delivers a statement on activities concerning professional and technical manpower

When introducing the Department's estimates in the House of Commons on June 15, the Hon. Milton F. Gregg, Minister of Labour, made a statement on professional and technical manpower. He spoke first about the steps taken with regard to professional manpower and then with respect to other types of skilled workers and technicians who are non-professionals.

The text of the Minister's statement follows:—

Although the training of manpower is essentially an educational matter and hence is the responsibility of provincial governments, the federal Government is actively concerned with our resources of skilled manpower because they are vital to Canada's whole future economic development, and also because there is a need for national studies and analyses which are of value to the whole country.

Among the Department of Labour's activities directly related to professional manpower in Canada are: one, the provision of some financial aid to those at universities; two, continuing assistance to professional workers in finding employment and to employers in securing professional workers; three, the provision of information about careers in many professional fields; and, four, regular studies of requirements for and supplies of professional workers, and the accumulation of a wide range of detailed information about professional manpower resources in Canada.

First of all, financial aid: Financial assistance to university students has taken two forms. The Canadian Vocational Training Agreements with the provinces provide for sharing with the provinces on a fifty-fifty basis expenditures on bursaries to worthy and needy students at universities.

The second type of financial assistance to people studying at universities takes the form of grants made for specific research purposes. For several years, my department has been stimulating research in the universities on important labour problems by making financial grants to senior graduate students and staff members.

Second, placement of professional workers: The Executive and Professional Division of the National Employment Service has the day-to-day responsibility of helping professional workers find suitable jobs and of

assisting employers to secure the kind of people required for professional work. In addition to bringing together workers and employers in the same locality, these activities include scouring the country for certain types of professional people in scarce supply and, in some cases, recruiting such workers overseas. The National Employment Service also makes special efforts each year to help university graduates find continuing employment and to help undergraduate students secure jobs during the summer months.

Third, guidance information: The Department of Labour provides information to help youth make a wise career choice, and which also assists guidance and counselling people. This information includes both monographs and filmstrips on many professional and other occupations.

Fourth, requirements for professional manpower: Every two years, the Economics and Research Branch, in co-operation with the Executive and Professional Division of the National Employment Service, surveys the major employers of professional people to find out their requirements for such workers during the next three years, and to obtain other information about the demand for these workers. The 1956 survey, which has been enlarged to cover provincial and federal government agencies and universities, is at present under way.

A longer run forecast of requirements has to be based on a general assessment of the growth of the Canadian economy. Such an assessment is now being made by the Royal Commission on Canada's Economic Prospects and, as was mentioned by the Prime Minister the other day, the Department of Labour is preparing for this commission a study of Canada's resources of professional and skilled manpower and the long-run outlook for them.

In connection with the study of professional manpower, one of the most important activities of the department is that of maintaining in a systematic way detailed information on such items as education, experience and occupations, of the majority of Canada's engineers and scientists. Similar information is being maintained on doctors and other key health personnel by the Department of National Health and Welfare.

These data are the only comprehensive sources in Canada of information on the characteristics of our manpower resources in natural science, engineering and health personnel. It should be pointed out that this information is obtained on a voluntary basis. Not everyone replies to the inquiries made, although a high proportion does so. Under conditions of emergency, such information would be highly valuable and could be extended as needed very quickly.

I should mention that there exists also information about the number of people being trained each year in various professional fields. The Dominion Bureau of Statistics publishes data on university enrolments and graduations each year by professional field, while the Department of Citizenship and Immigration provides figures on the immigration of professional workers. There also is information on the number of professional workers emigrating to the United States, and this is by far the largest part of all emigration from Canada.

I have referred to various sources of information about our professional manpower resources. We are regularly using this information as a basis for analyses and studies. Most of this material is published in a quarterly technical personnel bulletin prepared in the Economics and Research Branch. Over recent years this bulletin has contained special studies of the important engineering groups, physicists and mathematicians, geologists, and of the employment experience of several of the recent science and engineering graduating classes.

The Department of Labour recently convened an advisory committee on professional manpower to serve as a medium for the exchange of ideas and opinions about scientific and other professional manpower in Canada, and to act as a consultative body to assist the Department in its work in this field. Representatives on the committee came from a number of professional associations, and from government departments and agencies interested in professional manpower problems.

I do not want to leave the impression with you that we know all the answers about professional manpower. Some of my earlier remarks have indicated we do not. What we are trying to do is to use our resources in the Department in ways that will pay the greatest dividends towards increasing our knowledge about Canada's resources or professional manpower. There are many problems which should be examined, and this is being done.

I have here a number of tables and charts, not very long, which give statistics.

They are as follows: Table No. 1 shows immigration to Canada in professional occupations during recent years. Table No. 2 shows the new supplies of professional persons from that immigration and from graduations over the past four years. Table No. 3 gives the same for engineers. Chart No. 1 is on the new supply of professional personnel from 1946 to 1953. Chart No. 2 is on the growth in selected professional occupations from 1931 to 1951. Finally, Chart No. 3 gives a comparison of the degree of shortage and graduations of engineers from 1947 to 1955.

(The tables and charts were printed in *Hansard* for June 15, 1956, as follows: Tables 1, 2 and 3 on page 5067; Chart 1 on page 5068; Chart 2, page 5069; and Chart 3, page 5070.)

What I have been talking about so far has been related in the main to Canada's professional manpower. I would now like to make some comment about a broad study of Canada's requirements for non-professional skilled tradesmen and technicians in relation to future supplies. Apart from the importance of professional workers, adequate supplies of skilled and technical manpower are fundamental to the healthy development of a dynamic and progressive economy such as ours.

The productivity of industry and our competitive position in world trade depend very heavily on the skills of our labour force and on their adaptability in the light of changing technological requirements. In addition, over the next decade, many more young Canadians will be coming forward for training than has been the case over the past decade, owing to the rapidly rising birth rates of the early forties. It is also possible that Canada will not be as successful in securing skilled immigrant workers over the next few years as we have been in recent years.

All these reasons strongly suggest that increasing emphasis should be placed on the training of skilled tradesmen and technicians if our resources of skilled manpower are to meet the technological challenge of today's world. A program of research had been developed to throw light on these problems with a view to providing reliable information to assist management, labour, government agencies and educational authorities in reviewing and assessing the policies and actions which might best be taken in this important field.

Present and future skilled manpower training needs have been under consideration at recent meetings of the National Vocational Training Advisory Council. At



its last meeting, the Council requested that a study of this kind be undertaken as soon as possible by the federal Department of Labour in co-operation with the appropriate provincial departments and other interested agencies. This request was subsequently endorsed very strongly by the National Apprenticeship Advisory Committee.

This research program will, of course, be centred on vocational and technical training as distinct from general education. It is recognized, however, that technical training must be built on the basis of a sound general education.

This research program might be described in terms of a three-pronged attack on the problem of vocational and technical training. The first part of the program is a project designed to evaluate industrial requirements for skilled and technical workers as they are being affected by the rapidly changing technology of industry in several important industrial groups.

As we are all aware, the pace of technological development is being stepped up very rapidly in this country and other industrial nations and, for this reason, its effect on training requirements for skilled and technical workers will become of increasing importance. Through interviews with key personnel in selected industrial plants, associations and unions and in other ways, an examination will be made of the relationship between technological change and requirements for skilled workers. Highly competent engineers on the staff of two of our leading universities are assisting in this part of the research program.

The second phase of the program is designed to secure information on typical

ways in which skilled workers acquire their competence. This is important in assessing the adequacy of present methods of acquiring skills. In this phase of the work, experienced social scientists from university staffs are assisting in interviewing electronic technicians, tool and die makers and other selected occupational groups.

The third phase of the research program is designed to evaluate our existing resources for training skilled workers and technicians in public institutions, in private trade schools, and in industry. This will involve a review of physical facilities, staff resources, enrolments and graduations, the content of typical vocational courses and plans for future expansion.

When put together with the information from the other two projects, it will help in making an assessment of the adequacy of our training facilities in the light of future requirements and future technological developments.

This part of the project is being undertaken in co-operation with the appropriate provincial departments involved, with industries, unions and other groups having responsibilities for the training of skilled workers.

I am sure that hon. members will appreciate that this sort of study cannot be completed quickly. We hope, however, as the facts come in, that we shall be able to put together a picture of our resources for vocational training in Canada and a picture of the probable requirements for skilled and technical workers. This will enable governments, industries and other groups having responsibilities in the training field to evaluate their training programs in the light of changing conditions.

---

## White-Collar Workers' Gains Do Not Match Production Workers'

White-collar workers have not achieved economic gains in the past 15 years comparable with those obtained by production workers, the AFL-CIO Economic Policy Committee asserts in the June issue of its *Economic Trends and Outlook*.

One reason for this, the Committee says, is the relative lack of unionism among white-collar workers.

While admitting that white-collar workers have an advantage in terms of steady employment, the AFL-CIO economists point out that manual workers' job security has risen considerably through seniority and discharge provisions, and through welfare

benefits and the adoption of supplemental unemployment benefit and severance pay plans that have cut down income loss during unemployment.

From 1939 to 1954, the average income of male clerical workers rose 163 per cent, the bulletin says, while that of male non-clerical skilled workers rose 224 per cent and that of operatives or semi-skilled workers, 233 per cent.

Certain fringe benefits, too, are now more common among plant than among office employees, the bulletin asserts, citing sickness and accident, and hospital and surgical benefits.

# "Women Go to Work at Any Age"

...is subject of panel discussion sponsored by the three Soroptimist Clubs in the Toronto metropolitan area. Texts of speeches given here

The three Soroptimist Clubs in the Toronto metropolitan area on May 8 sponsored a panel discussion on "Women Go to Work at Any Age". Miss Marion Royce, Director of the Women's Bureau, Department of Labour, was moderator.

Members of the panel, and the subjects on which they spoke, were: Mrs. A. C. Kenny, Personnel Director for Canada, Mutual Benefit Health and Accident Association, "Employing the Older Woman"; Miss Margaret McIrvine, Co-ordinator of

Women's Employment, Ontario Region, Unemployment Insurance Commission, "Employment Counselling for the Older Woman Worker"; Margery R. King, Ph.D., Director, Toronto Branch, Canadian Mental Health Association, "Orientation to New Learning and New Employment at an Older Age"; and Miss Helen B. Monkhouse, medical-social worker at Sunnybrook DVA Hospital, "Retirement and Its Alternatives".

Texts of addresses follow:—

## Introduction by the Moderator

Marion V. Royce, Director, Women's Bureau, Department of Labour

Women go to work at any age. This is a new pattern of living, one aspect of our response to industrialization. At the present time more than one-fifth of the working women of Canada are 45 years of age or over, and the proportionate increases in the women's labour force are highest in the upper age ranges, especially in the group from 45 to 54. The chic young grandmother who takes the tram or the subway to a job away from home has replaced the elderly lace-capped lady of 50 years ago in her wide-skirted frock of black alpaca.

Not that the little grandmother of the past lived an idle life nor yet an unsociable one. But many of the tasks that filled her day and drew her neighbours into pleasant "bees" of work and talk are now done commercially outside the home, and gadgets of all kinds also have lessened the labour of keeping a household. Modern medicine, too, has contributed to this new way of life; longer life expectancy gives the middle-aged woman of today a sense of many active years ahead. These, for many women, may include years of widowhood, for by now it is a well established fact that women tend to live longer than men. It is lonely at home when the children "have fled the nest"; the cost of living is high; so a paid job, if one is to be found, seems to be the answer.

Most women in this situation have not worked outside their homes for many years. Some have never held a paid job, and the difficulties of adjusting to new demands and to a different rhythm are formidable. Under the circumstances, women need job counselling and perhaps even some kind

of training or retraining. Equally lacking in confidence is the woman who after many years of uninterrupted employment suddenly finds herself having to look for a new job. She, too, needs moral support and often some training to enable her to resume work in different surroundings.

Everywhere, to whichever of the three groups a woman of mature years may belong, she encounters the handicap of a vaguely defined but very real prejudice against the older worker in search of a job. It is a prejudice not exclusively directed to women. Men feel it also, but for some jobs a woman is "old" at 35 while for men the point of prejudice more usually begins at 45.

We are faced by a combination of circumstances, paradoxical and frustrating in the extreme. Women are living longer, and increasing numbers in their mature years want or need gainful work. Many are employed and filling their jobs to the full satisfaction of their employers. Actually 19.4 per cent of all the women in Canada who are from 45 to 64 years of age are working for pay and 4.1 per cent of those who are 65 or over. At the same time we are told that the economy is in need of more workers, yet prejudice and fear still stand as barriers to the employment of older women. The resulting problem has become an urgent one in our society, one that, if it is to be solved, requires wisdom, imagination and intelligent action. We are indebted to the women's service clubs of Toronto for this opportunity to think about various phases of the subject.

**PER CENT DISTRIBUTION, INDIVIDUAL OCCUPATIONS IN WHICH 10,000 OR MORE  
WOMEN ARE EMPLOYED, BY AGE GROUP, CANADA (1), 1951**

	Total	14-19 years	20-24 years	25-34 years	35-44 years	45-54 years	55-64 years	65 years and over
Stenographers and typists.....	100-0	17-3	<b>31-4</b>	27-9	13-3	7-2	2-6	0-3
Office clerks.....	100-0	20-6	<b>27-4</b>	24-5	14-3	8-8	3-8	0-6
Sales clerks.....	100-0	21-0	19-9	<b>24-0</b>	19-1	10-5	4-5	1-0
Hotel, cafe and private household workers.....	100-0	<b>23-6</b>	17-2	16-2	14-4	13-3	10-3	5-1
Teachers—school.....	100-0	7-8	<b>23-3</b>	22-1	22-0	16-2	7-2	1-4
Bookkeepers and cashiers.....	100-0	15-0	27-5	<b>28-5</b>	15-8	8-9	3-5	0-8
Sewers and sewing machine operators.....	100-0	20-0	21-3	<b>22-9</b>	17-9	12-0	4-8	1-1
Waitresses.....	100-0	25-9	23-4	<b>26-4</b>	14-9	6-4	2-5	0-5
Graduate nurses.....	100-0	*	22-0	<b>32-9</b>	22-0	13-8	7-1	2-2
Telephone operators.....	100-0	26-4	<b>29-1</b>	19-1	12-5	9-6	2-8	0-5
Housekeepers.....	100-0	10-7	11-1	16-3	<b>18-0</b>	<b>18-0</b>	16-7	9-2
Nurses—practical.....	100-0	15-0	<b>20-0</b>	19-2	15-6	14-0	11-2	5-0
Proprietors and managers—retail trade.....	100-0	0-3	3-4	17-8	<b>30-3</b>	25-5	16-0	6-7
Laundresses, cleaners, dyers.....	100-0	17-6	17-7	<b>22-2</b>	20-8	13-4	6-5	1-8
Packers and wrappers.....	100-0	<b>29-0</b>	22-0	21-7	15-2	8-2	3-2	0-7
Cooks.....	100-0	6-4	9-5	19-3	<b>25-6</b>	21-9	13-5	3-8
Nurses in training.....	100-0	33-0	<b>59-3</b>	6-6	1-1	*	—	—
Dressmakers and seamstresses not in factory.....	100-0	4-8	8-6	17-2	<b>21-4</b>	20-6	17-2	10-2
Hairdressers and manicurists.....	100-0	9-5	18-3	<b>33-1</b>	25-1	10-4	3-0	0-6
Charworkers and cleaners.....	100-0	3-5	3-8	11-5	22-0	<b>29-1</b>	21-5	8-6

\* Less than 0-1 per cent.

(1) Excluding Yukon and Northwest Territories.

Note: For each occupation, age group showing proportion of women employed is indicated in bold face type.

Source: Table 11, Volume IV Labour Force—Occupations and Industries, Census of Canada 1951.

## Employing the Older Woman

by Mrs. A. C. Kenny\*

In the field of insurance we are very conscious of the needs of man because that is our business. We know that every member of the human race, regardless of age, must be provided with food, clothing and shelter in order to survive.

Women live longer than men. This used to be attributed to the different working and living conditions. Today, however, women live much as men do; they work alongside men and are exposed to the same

conditions in every respect. With more older people alive today than at any other time since the beginning of man, everyone has reason to take a careful look at this new situation.

Dr. Lawrence E. Ranta, Medical Director of the Vancouver General Hospital, recently said:

There is no proof that persons over 65 present communities with bad work experiences because of health, but there could be a burden laid upon the shoulders of the younger work force, if we don't find ways of enabling the older worker to share the production load. We could bring to bear on their problems the same human genius, the same dogged perseverance, the same patience and devotion, the same fine sense of adventure and discovery that gave the world a vaccine for polio. We could probably do this without spending a single extra dollar and in the long run we would save thousands of dollars.

\*Mrs. Kenny is Personnel Director for Canada of the Mutual Benefit Health and Accident Association. She holds memberships in two personnel associations in Toronto, she chairs committees for both Red Feather and the Poppy Fund, and she takes an active part in politics, being a member of the executive of the Spadina Women's Progressive Conservative Club. Mrs. Kenny has been particularly interested in the employment problems of older workers, and is a member of the committee on training and re-training opportunities for older people sponsored by the Toronto Welfare Council.



The Second World War made necessary the hiring of mature women to replace the men in the services. These older women knew how heavily Canada's very survival depended on their performance—on the quality and regularity of their work both in the home and in the labour force—and they came through with flying colours.

Today thousands of senior women have had to seek paid employment. Hundreds of them have been out of the labour force for perhaps ten, fifteen or twenty years or longer. The skills they learned long ago must be brought up to date in order for them to compete in today's labour market.

Women are in largest proportion among the clerical workers in Canada, and we at Mutual Benefit Health and Accident Association are steadily increasing the number of older women employees in this field. Our experience with the middle-aged and older woman has demonstrated that they can learn new work skills. They are not recommended for our permanent staff until they have been with us for three months. With the individual counselling and training at their disposal in our

company, we find that most of them fit in with our requirements and do their jobs well. The specific occupations for which they have been engaged are stenographers, file clerks, switchboard operators, account clerks, clerk-typists, IBM trainees, claim clerks and underwriters. Their occupational progress is proving to be very good; several have received promotions.

Work opportunities for the older woman are a problem in every large city and town. The more sponsors who are willing to set up training programs that best serve the interests of employers, the easier it will become for the senior job-seekers in our community. I should suggest that mature women who are seeking work should themselves do everything in their power to increase their labour skills.

I am a member of a committee who are investigating plans for training and retraining older people who need employment. Our aim is eventually to establish a training school for senior citizens only, because we believe that useful activity is the wonder drug for the older citizen.

## Employment Counselling for the Older Woman Worker

by Miss Margaret McIrvine\*

For those who are not familiar with the work of the National Employment Service, it may be of interest to learn that the first counselling unit in the world to be set up by a state employment agency which recognized the problems of older applicants seeking employment was that set up in the Toronto Office of the National Employment Service in 1947 on an experimental basis.

B. G. Sullivan, Ontario Regional Superintendent, Unemployment Insurance Commission, recognized that many older persons need special assistance if they are to obtain suitable employment. Dr. W. G. Scott, psychologist, was placed in charge of the development of the project and so successful was the experiment that after a

two-year trial period the program was adopted by the Unemployment Insurance Commission and extended to all of its offices in Canada, using the facilities of the Special Placements Divisions.

This panel is concerned especially with the problems of older women who seek remunerative employment outside their homes. In thinking about employment counselling it should be kept in mind that the counselling process is the same for any type of job applicant, i.e. youth, handicapped, older age, or any other category of worker needing assistance in finding a job, except that older persons possibly need more consideration and must be allowed time to tell their stories in an unhurried atmosphere.

Perhaps it is in order to define what is meant by the term employment counselling. One definition is that "employment counselling is the process of assisting the person counselled to relate his or her training and experience, interests and abilities to job requirements and occupational trends, and to form a suitable vocational plan". The process ends when the person counselled has selected a suitable vocational goal and has formed a plan that will permit her to reach it.

---

\*Miss McIrvine started her working career in Brantford, Ont., first as a teacher at the Brantford Business College, then as Executive Secretary of the Brantford Collegiate Institute and Vocational School. In 1942 she was appointed Supervisor of the Women's Employment Division in the Brantford office of the Unemployment Insurance Commission. Four years later she became Co-ordinator of Women's Employment for the Ontario Region of the Commission. In this position she acts in advisory capacity with respect to all matters relating to women's employment in the 64 National Employment Offices in this region.

It is important to recognize that the person counselled makes the decisions rather than the counsellor, and also that there is a distinction between employment counselling and job placement. Job placement should be the end result of successful employment counselling but it is a separate function.

Let us think for a few moments about some of the attributes of a good employment counsellor. What is her attitude to the older woman needing help to obtain employment? What are some of the skills she requires to do an effective job of counselling?

First and foremost the counsellor must regard the mature woman, like other persons seeking employment, as a potentially competent worker if placed in suitable employment. In addition she must treat each applicant as an individual without sentiment or condescension.

In order to be effective the counsellor must have a good knowledge of occupations and related types of work, of the supply of and the demand for workers in a wide field of occupations, the prevailing rates of pay, hours of work and conditions of employment. During the counselling interview the counsellor discusses types of jobs but never a specific job. Information about specific jobs is supplied by a placement officer, who may or may not be a counsellor. Such information is provided after the person counselled has reached a decision about what she wants to do.

During the counselling interview the counsellor helps the applicant to develop a realistic attitude about wages, type of company, type of building and area in which the desired kind of employment is to be found. In addition she may have to give advice tactfully about such intimate matters as grooming, suitable dress and the need for dental work, etc.

And who are the women in need of counselling? Generally they fall into three main categories.

The first group is made up of women who have been employed in business, industry or one of the professions and who are required to seek new employment at middle age or later. In many cases age alone is a barrier to employment because of the arbitrary age limits for new employees which prevail in many firms today, under 35, 40, etc. Another factor is the policy in vogue in many businesses of hiring young workers at junior levels, training them and then promoting them up through the ranks. This is a good policy but it makes difficult the entry of mature women at relatively senior levels.

Women who at middle age or later wish to re-enter the paid labour force after a period as housewives make up the second major group in need of counselling. These women usually think first of the occupation in which they engaged prior to marriage, although they may have lost their skills or their skills may be outmoded. In many of these cases there is a special need for counselling in order to have them appraise the skills they have learned as housewives which may be in demand.

Very closely related to this group, and fortunately comparatively small in number, are those women who have never been employed outside their homes. They have perhaps the greatest need of assistance in finding suitable employment, as frequently they are untrained for business or industry as well as being inexperienced.

The third group needing counselling are those job applicants who, it appears, would benefit from training or re-training. Such a woman requires information about the courses and the facilities available in the field of employment in which she is interested.

With respect to community resources to meet counselling, training and placement needs, the following is the first paragraph from a bulletin entitled "Training Mature Women for Employment" issued by the United States Women's Bureau:

A wealth of resources that can be used to meet the special counselling, training and placement needs of mature women job seekers exists in almost every Community. Most of these resources are found among established community organizations—the public schools, state employment services, the public welfare authorities, employers, and many other local groups. New facilities—on a large scale—are frequently unnecessary; what is always necessary, however, is new thinking and willingness to adapt existing facilities to meet newly recognized needs.

The final sentence in that paragraph is significant. Usually the training facilities of a community are adapted to meet the needs of youth, and an older woman may suffer some embarrassment if she is required to take a course in which the other students are 20 to 30 years younger than she is. Neither in Toronto nor elsewhere in Ontario are there courses specially adapted to meet the needs of older women. The facilities are the same for all age groups.

In some courses, such as the Nursing Assistant Program of the Ontario Department of Health, applicants from 17 to 45 years of age are acceptable, so there is a considerable spread in the age range of the students taking the course.

The Toronto Visiting Homemakers' Association has no rigid age restrictions in so far as trainees are concerned, but the recruitment of younger women is encouraged because of the heavy demands

of work. In this instance younger women are those approximately 35 to 40 years of age. Many of the most successful Visiting Housekeepers, however, are women over 50 years of age and even 60 years of age.

## Orientation to New Learning and New Employment at an Older Age

by Margery R. King, Ph.D.\*

The area which has been assigned to me this evening covers the "psychological aspects of training for and entering into employment at a later age". I have interpreted this to indicate a concern with the way older women, and older men too for that matter, will handle the new situation and the new learnings necessitated by a change of occupation as they grow older.

Our culture is very mixed in its attitudes to older people and their capacity to learn. We say, on the one hand, "you're never too old to learn" and on the other, "you can't teach an old dog new tricks". Alternatively, we may say that life begins at forty and that one is past one's prime at forty. It seems that in our every day language we can find support for almost any point of view that we want to advance. This is very comforting but also very confusing.

Nor has science been of much assistance in clarifying this confusion. For many years psychological tests of intelligence have implied that people are at their greatest peak of ability to learn in their late teens or early twenties. However, it is now fairly clear that it is our capacity to test learning potential after the late teens that is at fault and that in reality people remain capable of new learning and intellectual effort at an undiminished level until actual physical deterioration may occur in the seventies or beyond.

Why then is it that the average person assumes that as we grow older we can't learn in spite of all the evidences we see around us of people who have acquired new skills and competencies far beyond middle age? In order to understand this we need to look at some of the characteristics of a learning situation.

For any situation to be a learning situation implies that there is something unknown about it; we learn nothing if everything is completely familiar. But we know that anything that is unknown carries with it a certain amount of fear. In a completely unknown situation we are very much afraid. This is natural and to be expected. Unfortunately most of us don't anticipate this very normal but rather uncomfortable response and so we avoid new situations. This then is one of the very reasons why older people so often avoid new employment.

Perhaps if we look at the way an individual develops we shall be able to understand how this occurs. When a child is born, everything is unknown to him; every experience involves a new situation. We try to make our children secure so that the fear element in the newness of the world around them will not be overwhelming. One of our great excitements as parents is at the point where we can say, "I think he recognizes me". All through childhood children are faced with the unknown. For most, this is a new and exciting experience. Growing up is an adventure. For some, there is not a secure known base from which they can venture forth to explore the great unknown; they cannot overcome their fear of what is new and strange, and so learning is impeded if not completely inhibited.

As we grow older, more and more is known and we are called on less and less frequently to meet and overcome the uncertainty that comes with the new—and we lose the habit. In our twenties we usually settle into our "life work"! For some, this may continue to involve them in new situations daily, and if so they are lucky. For others it may be the "same old thing" day after day. The latter is more comfortable; it doesn't introduce the anxiety, the element of fear, which is really what we call excitement, but it is also more devastating in that we lose the habit of overcoming this anxiety and eventually settle into a rut where the greatest unknown that we have to face is whether to wear the pink or the blue hat on Sunday.

\*Dr. King, a graduate of the Universities of Western Ontario and of Toronto, is Director of the Toronto Branch of the Canadian Mental Health Association. Much of Dr. King's work has been in the field of Child Study, but, in addition to the research she has done in the social adjustment of school children, including a period spent in Thailand as consultant for UNESCO with the International Institute of Child Study, she has done a considerable amount of work with veterans at Sunnybrook DVA Hospital. Also, immediately following the Second World War she was associated with the Veterans' Counselling Service at the University of Toronto.



I have overdrawn my picture a little—but only a little—because I think that it is this inability to face the unknown and to overcome the anxiety that goes with it that makes so many difficulties for older people seeking new employment; and because excessive fear always interferes with effective functioning, this, I think, is the reason so many employers are disappointed with the results they obtain if they employ an older person. The older person—shall we say, the older woman—is quite capable of learning but, because she lacks practice in dealing with unknown situations, she may take longer to learn and may be quite insecure during the learning process.

## Retirement and Its Alternatives

by Miss Helen B. Monkhouse, B.A., Dip.S.W.\*

The subject of retirement is a complex one, dependent on many factors. Basic to the whole question is the fact of the increased and increasing number of older people alive today, who if not productive become a drain on the national economy but who, if retained in employment beyond their capacity to be useful, could become a strain on the management and operation of individual industries and businesses. Such people, if forced into an unwanted leisure, may be a problem to themselves, to their relatives and to local community resources.

My experience of this problem has been acquired at the level of the individual interview, and it is from this point I shall begin. The problem is in reality one of adequate preparation for later years. Whether retirement at a certain specified age is compulsory or voluntary, sooner or

This paints a rather black picture, but fortunately it is one where it is fairly easy for each and all of us to find solutions for ourselves. I shouldn't want to suddenly find myself at outs with all employers by having them think that I am immediately suggesting that everyone should find a new job. But I do want to suggest that it is very good insurance against a future which may hold many unknowns if we continually challenge ourselves with new, and consequently learning, experiences. Make opportunities for doing things that are different and you'll be surprised how much more exciting life will be at the present and how much more secure you will feel in facing whatever life may hold in the unknown future.

later the day arrives when withdrawal to a less strenuous manner of operating is essential. This later period of life presupposes some change in the familiar pattern of living, a change involving adjustment which may be easy or difficult, depending on what work has meant to the person.

I wonder how many of you have ever analysed your reasons for working? Until you have done so you will not know what alternatives to explore which will provide satisfactions in later years equal to those presently found in your work. Is retirement going to mean loss of a feeling of usefulness? loss of prestige associated with holding a responsible position? loss of opportunities for creative use of your skill and experience? or simply a loss of a daily objective when you no longer have a place to go every day with the consequent dislocation of a familiar routine? Is it going to mean an adjustment to a lower economic standard or insufficient interests to fill the gap created by unaccustomed leisure? There are as many problems of successful adjustment to retirement as there are satisfactions obtained from one's work.

You may wonder why I am looking at retirement in terms of adjustment to it rather than how to postpone the event. It is because one's attitude to it can be either positive or negative. A positive approach is much more conducive to finding a satisfactory alternative to retirement than is a negative one. Even to those people for whom financial reward is the chief satisfaction or need, the outlook is more hopeful if they have developed avocational interests

---

\*Miss Monkhouse is a graduate of the University of Toronto and of the Toronto School of Social Work and a member of the Canadian Association of Social Workers. A medical-social worker at Sunnybrook DVA Hospital, she is one of the "assessment team" which, under the direction of Dr. L. F. Koyle, has been studying aspects of the aging process as observed in the older veteran patients and employees of the hospital. The objectives of the enquiry include the setting up of criteria for continued employment beyond fixed retirement age and for the development of practical ways of determining suitability for continued employment as well as study of the rate, direction and varieties of physical and intellectual deterioration associated with advancing age. Miss Monkhouse participated in the preparation of a progress report on the results of the health aspect of this study, which was published in the April issue of the *Canadian Services Medical Journal*.

or community contacts which could be productive of part-time work of some monetary returns when regular employment is terminated at an arbitrary age of retirement set by company policy.

For the past two years I have been working on a research project being carried out at Sunnybrook Hospital, in order to study the incidence of disease and its rate of progress in the older worker, aged 50-65 years. This has included a study of social and economic factors in the lives of the persons involved as well as their physical and mental health. My particular field has been the study of the social circumstances of the group of people examined, who are still working and in their productive years, as it were. Other members of the research team have studied their health, physical and mental, and their economic status.

The social survey was focused primarily on the person's present position in respect of certain social factors and what implications the results might hold for a satisfactory adjustment to retirement and the later years of life. My findings indicated that only a small percentage of the group had given any thought to plans for meeting the problems contingent on retirement from their present work, though most of them admitted that retirement would present problems to them. To many it is a matter of financial necessity to find other work; but in addition, to these same people and to others in better economic circumstances, the problem is also one of keeping busy and occupying their time. Since 75 per cent of the persons interviewed have leisure interests of only minor importance, such as the conventional time-passing occupations we all indulge in, social and family visiting, home maintenance jobs or watching the TV, you will understand how dependent they are on the home, family and work range of interests and how any disruption of this familiar pattern is bound to be painful for them.

It has been our experience that the small group who have a "side line" from which they derive some additional income or a good deal of emotional satisfaction is less likely to be apprehensive about the future. They therefore make a better adjustment to retirement whenever it comes.

Specific problems confronting women in the pre- and post-retirement years have not been abstracted in our study since it was felt that the number of women seen was not sufficient for such a differentiation nor were the occupational levels sufficiently representative to draw valid conclusions on the basis of sex.

However, my impression is, and other studies bear this out, that the issues are basically the same. Economic need and a lack of other interests make working women almost as dependent on continuing in employment as men. I say "almost" in consideration of the fact that women characteristically seem better equipped than men to pass their leisure time in home-making activities. They are therefore not quite so devoid of means of keeping busy when separated from regular paid employment. On the other hand I have not found them so progressive in developing interests of any depth or with money-making possibilities. This, however, may have been because it was not a varied enough sample interviewed.

Although I have not mentioned specific alternatives to retirement, I have tried to indicate the importance of thinking ahead and planning, of analysing satisfactions found in present work and possible substitutes for these in less demanding occupations. This kind of preparation is needed so that one will be prepared to keep on leading a busy, contented and useful life. The emphasis should be on retirement *to* such a state rather than *from* it. Aging with all its implications may then assume its proper place, which Browning has so well described as "the last of life for which the first was made".

## Discussion

### *Question:*

If, because of retirement age limits, industries must retire senior personnel, can these people be absorbed in lesser positions, or can new fields of work be developed for senior personnel?

### *Mrs. Kenny:*

In our company 95 per cent of the senior employees are engaged for lesser positions. We gather all the information from former

employers, personal references, etc. On many occasions I have made personal visits in order to get this information. We then decide together (at the second interview) which opening will provide the applicant with the greatest job satisfaction, and they receive training on and off the job.

### *Question:*

Are pension plans a real deterrent to employing older women?

*Miss McIrvine:*

When placement officers make contact with employers in the interests of older aged applicants they are frequently told that a firm does not hire new employees over 35 or 40 years of age because the pension plan makes it uneconomic to do so.

Because of the shortage of clerical workers, especially, we think there is evidence that some firms are reviewing their policies in this respect and are finding that the pension plan is not as great a deterrent as they thought it was.

*Mrs. Kenny:*

Age is a real concern because of pension and other fringe benefits. We advise prospective employees that they cannot participate in any pension plan if over 50 years of age, and they accept employment understanding this. Our Group Life is fifty-five and our Group Hospital Medical Surgical Plan sixty. All other benefits such as sick leave, vacations, etc., are designed to cover older employees.

*Question:*

What problems arise in a situation in which a younger employee is responsible for the supervision of an older worker?

*Miss McIrvine:*

It is my opinion that any problems that arise in a situation in which a younger worker supervises an older worker relate to the quality of the supervision. If the supervisor understands the basic principles of good supervision and applies them in dealing with staff, the age of the supervisor should not affect the relationship between supervisor and employee. There are good supervisors who are 25 years of age, and there are poor supervisors who are 65 years of age.

*Dr. King:*

It is not possible to give a "blanket" answer that will cover all situations of this type because so much depends on the personality of the individuals involved. However, difficulties might well be anticipated particularly if the older employee has recently taken a job after a period spent at home raising a family. In an older-younger relationship it is usually the older, or parent-figure, who is in the position of authority. If a woman comes into employment directly from being a mother, it is natural that she will carry with her attitudes which she held in the family situation. She will tend to consider her younger supervisor as a "child", and as

such, someone who should be treated as she treated her own family. It may be very threatening to her security if she has to accept that this "child" knows more than she does and is responsible for the supervision of her work. The amount of difficulty likely to be encountered will, of course, vary depending on the type of relationship between the mother and child in the home. If the mother has had a relaxed, easy relationship with her children, to be supervised by a younger person may not create any great problem. On the other hand, if she was only comfortable in her relationship with her children if she could control them, it may be impossible for her to accept supervision from a younger person. This is one of the factors that employers need to keep in mind when they are placing older workers in their organization. Some older workers will only be able to function adequately if they can work more or less independently.

*Question:*

What problems have to be taken into consideration in planning re-training programs for older workers?

*Miss Monkhouse:*

In planning re-training programs for older workers, the findings of our Sunnyside research project indicate that the increasing rigidity of thought and concept of the aging employee makes large re-training programs progressively more futile with advancing years. To be useful any type of program would need to be undertaken on a more or less individual basis to fill special requirements in plant or business and/or in re-training injured employees.

This points up the lack of development by most people, during their middle years of life, of avocational skills or interests. The possession of additional skills or cultivated interests could be drawn upon in later years to supply both financial and occupational benefit when fixed age retirement policies make this period of life a frustrating and frightening one for those unprepared for it.

*Question:*

How could the women's service clubs give leadership in helping older women who are looking for work to prepare for employment or re-employment?

*Mrs. Kenny:*

In order to be of real service to older women seeking employment a great deal of consideration should be given to the "know how" required to do a good job. I



should suggest that service club leaders work closely with the NES placement services and with welfare agencies that are studying the employment problems of older people.

*Miss McIrvine:*

Most of the members of women's service clubs are in the older age category (over 35) and many hold senior executive positions. Some are responsible for hiring staff. These women by their attitude on the job and by promoting the interests of older women could do much to create a favourable atmosphere for the employment of older women in the firms by which they are employed.

*Question:*

What leadership can women's service clubs give in preparing women for retirement?

*Miss Monkhouse:*

Women's service clubs could give leadership by associating with other groups working for the welfare of older persons. They could send representatives from their

clubs to such bodies as welfare councils or other community organizations focussing on some aspect of senior citizens' needs.

As individuals in their respective fields of employment, they could work toward creating a favourable attitude toward the employment or continuation of services of older women.

As a joint service project they might plan some favourable publicity stressing the capabilities for work, of older women.

*Dr. King:*

Through their volunteer activities, service clubs can give women an opportunity for new experiences. This will mean that an individual will, therefore, be better equipped to meet the new experience of retirement. In addition, after retirement the volunteer activity can be continued, thereby giving an opportunity for continued usefulness. The feeling of not being needed any longer is usually more feared by those who are retiring than the loss of monetary return, and through service clubs women can continue to find satisfaction through the performance of activities that have social value and meaning.

---

## 85<sup>th</sup> Annual General Meeting of the Canadian Manufacturers' Association

Six conferences on program include one on employer-employee relations, which comprised panel discussions on the guaranteed annual wage, on health insurance, on grievances arising under collective agreements

"Leadership Today for Canada's Tomorrow" was the theme of the 85th annual general meeting of the Canadian Manufacturers' Association, held in Toronto June 6-8. Industrialists from all parts of Canada attended.

"Is the Canadian Manufacturers Association really providing the leadership that is required to make Canada an industrial nation capable of better standing on its own sturdy manufacturing legs—is it giving the leadership that will see Canada improve its present position of seventh industrial and fourth trading nation of the world," President T. A. Rice asked, or is this theme just lip service to a bounden duty?

Conferences on six specific subjects or group of related subjects made up the program. These took the form of panel

discussions, led by experts in their particular fields, and dealt with the subjects: employer-employee relations, trade and taxation, transportation, management, selling, and public relations.

Guest speakers included His Excellency the Right Hon. Vincent Massey, C.H., Governor General of Canada; Prof. Donald P. Campbell, S.M., Sc.D., Massachusetts Institute of Technology, Cambridge, Mass.; Admiral Ben Moreell, U.S.N. (ret.), Chairman of the Board, Jones & Laughlin Steel Corporation, Pittsburgh, Pa.; and Hon. Thomas E. Dewey, former Governor of New York State.

### President's Address

Increased mechanization has forced us to take another hard look at education, President T. A. Rice declared.

Frankly, I think we should steal a leaf from Russia's handbook of five-year plans and set ourselves some sort of Canadian target as to the required number of graduates by a specified time.

In fact, we have little choice in the matter if we are not to suffer from blinding production headaches in the increased mechanization of tomorrow. The advances we make in manufacturing industry are going to depend largely on the educational level of the people who enter it in the immediate future.

For this reason alone, said Mr. Rice, industry generally must give this problem of education top priority rating; and this is bound to bring up the question of money.

Expansion of investment in education by industry as a whole is going to grow more costly but when we think of the cost, let us face up to the fact that ignorance is infinitely more expensive than education.

With a view to helping to resolve this mounting problem of shortage in the whole range of skilled personnel, the CMA is setting up a special committee to co-operate with the federal and provincial governments, education authorities and other interested parties, Mr. Rice announced. This committee, he felt sure, would attempt to cope not only with the shortage but would seriously study the need for promoting secondary, technical and higher education to the greatest extent possible.

I think I have shown that we, as manufacturers, have a keen interest and duty in the field of education and I hope that others, as a result of active association leadership, will soon be convinced that they must play a greater part than they have in the past in investing today and tomorrow in minds as well as machinery. I think they all realize that a balance must be achieved between them to prevent the machines from outracing the minds. Our cleverness in devising machines in this so-called Age of Automation must not be allowed to gallop ahead of our ability to run them.

Although he hesitated to make any forecast, Mr. Rice said he was satisfied that, despite any temporary setbacks, the tide is still on the flow for Canada and Canadians. He sounded a note of warning, however, that the current upswing cannot help but contain elements of further inflation.

National acceptance of the theory that annual wage boosts are vital to the expansion of purchasing power and that management can keep increasing the rate each year "for the rest of time" is exactly the same as national acceptance of "a permanent economy of creeping inflation," Mr. Rice declared. Wherever and whenever money wages have outstripped productivity, the inevitable result has been enfeeblement of the currency, he said.

Further inflation could only mean double trouble for Canada, not only nullifying

## CMA Officers for 1955-56

President: J. N. T. Bulman, Bulman Bros. Limited, Winnipeg.

1st Vice-president: H. V. Lush, Supreme Aluminum Industries Limited, Toronto.

2nd Vice-president: Ian F. McRae, Canadian General Electric Co., Ltd., Toronto.

Treasurer: J. Ross Belton, Gutta Percha and Rubber, Limited Toronto.

General Manager is J. C. Whitelaw, QC, Toronto.

wage gains but threatening her ability to compete in the domestic and world markets.

Labour, management, government and the general public all have a stake in curbing inflation, said Mr. Rice. He outlined their responsibilities as follows:—

*Labour:* Common sense in its wage demands, coupled with some consideration for the fortunes of the consumer and more internal emphasis on productivity, "the only real gateway to plenty".

*Management:* Continued ingenuity in devising ways and means of cutting costs and improving efficiency.

*Government:* A closer look at everything that concerns its national housekeeping bill and avoidance of restriction of the competitive market.

*Public:* To wake up to the fact that it is their pocket which will be picked if persistent inflation becomes the order of the day.

Referring to Canada's ability to compete in the domestic and world markets, Mr. Rice noted that there are other factors besides inflation to be taken into consideration if Canada is to sell her products both here and abroad.

Manufacturers, wholesalers, retailers and the general public will purchase Canadian-made articles only if the price, quality, performance and delivery are competitive; and, in my view, this is the only realistic approach in the sale of "Made-in-Canada" merchandise, whether it be here at home or in the markets of the world.

Buying Canadian isn't only patriotism—it is sound common sense, dictated by enlightened self-interest. When we buy Canadian products made by Canadian workers we are keeping fellow Canadians employed. We are also encouraging Canadian manufacturers to build new factories, to produce things we haven't yet got around to making. This in turn creates new opportunities for employment—and I need not stress before this audience how important this is.

Because more Canadians are now employed in manufacturing than in any other segment of our economy and because more Canadians depend upon manufactur-

ing for their livelihood than ever before, our responsibilities as leaders of industry are greater now than they have ever been," the CMA President concluded.

## **"Showing the Way in Labour Relations"**

### **(Employer-Employee Relations Conference)**

The employer-employee relations conference opened with an address by the Hon. Milton F. Gregg, Minister of Labour.

Mr. Gregg referred briefly to the activities of his Department in the field of labour research. Noting that the main subjects for discussion were the guaranteed annual wage, grievances arising under contracts, and health insurance, Mr. Gregg said he would concentrate on the two former ones as his colleague the Minister of National Health and Welfare would be addressing the conference later.

Co-chairmen of the panel were Ian F. McRae, Vice-President, Canadian General Electric Company Limited, Toronto, and H. J. Clawson, Director of Industrial Relations, The Steel Company of Canada, Limited, Hamilton, Ont.

Speakers in the panel discussion on the guaranteed annual wage, and their topics, were: Owen Fairweather, "An Analysis of the Major Types of GAW Plans"; C. B. C. Scott, "A Description of a Canadian GAW Plan"; W. L. Monck, "The Impracticability of GAW Plans"; and C. A. L. Murchison, "GAW Plans and Unemployment Insurance".

On the panel on health insurance, they were: Dr. George F. Davidson, "Health Insurance in Relation to our National Social Security System"; J. C. Broatch, "Experience Under the B.C. Health Insurance Scheme"; Col. W. Wallace Goforth, "Financial, Administrative and Other Problems and Pitfalls of Health Insurance"; and Prof. Malcolm Taylor, "Health Insurance in Perspective".

On the panel on grievances arising under labour contracts, speakers and their topics were: Douglas R. Brown, "Drafting Grievance Procedure Clause and Pre-arbitration Handling of Grievances by Management"; F. C. Burnet, "Drafting Arbitration Clause and Arbitration Procedure"; Norman L. Mathews, QC, "Preparation and Presentation of Management's Case"; and R. V. Hicks, "Jurisdiction of Arbitrators and Enforcement of Awards".

#### **Hon. Milton F. Gregg**

There is nothing so injurious to morale and efficiency, or more likely to undo the work of management in building up good

relations with employees, as grievances that are not promptly and effectively dealt with, declared the Hon. Milton F. Gregg, Minister of Labour, in the opening address at the employer-employee conference.

"Grievances in industry are as old as industry itself," he said. "For that reason, I think, there may be an unfortunate tendency to ignore the subject or to treat it in a perfunctory way. You are to be commended for giving it, in your program, the prominence it deserves."

The most important thing in tackling grievances is an earnest and fair-minded attitude on the part of people involved on both sides, the Minister continued. Besides this, prompt and effective settlement depends on a number of factors; these included: clearly-drafted collective agreements; a clear-cut, time-saving procedure for the consideration of grievances; foremen and shop stewards who thoroughly understand the agreement and who have some idea of elementary psychology; exercise of discretion by the parties concerned; and, last but not least, respect by them for the grievance procedure and a determination to make it work.

Mr. Gregg reminded the meeting of the contribution being made by the federal Government to the settlement of grievances through the machinery of the Industrial Relations and Disputes Investigation Act. The requirement of the Act that collective agreements must contain a procedure for the settlement of grievances, without stoppage of work, by binding arbitration or otherwise, he said, "has become one of the unique features of industrial relations legislation in Canada".

Turning to supplementary unemployment benefits, the Minister said it was important that supplemental unemployment benefits, although not a wholly new idea, had emerged from the bargaining table.

"I, for one, am inclined to look with interest and a healthy measure of respect at the products of collective bargaining, which is recognized throughout the free world as a system of reaching practical decisions that make possible a unique and successful combination of business enterprise and employee welfare," he said.



The present concept of SUB evolved out of earlier ideas and "might give way to other concepts in years to come," the Minister observed. The two main problems with which government is concerned at present are, he said, any relationship there might be to the national unemployment insurance program and the connection between SUB contributions and benefits and income tax.

As an experiment "designed to secure greater stability of income for the average industrial worker," SUB plans will be

watched with sympathetic interest by most Canadians, Mr. Gregg said. "We will not forget, however, that stability of income for the individual is ultimately dependent on a stable or expanding level of production.

"The plans in their present form represent an effort to ease the hardship caused by temporary layoffs," stated the Minister. "Their introduction should not be allowed to divert attention from the continuing need to develop in industry the steadiest possible production and employment both year round and from year to year."

## Guaranteed Annual Wage

A review at this time of the guaranteed annual wage is timely, Ian F. McRae, Co-chairman, observed in introducing the panel discussion on the subject. The CMA, he said, had not adopted any policy; its sole purpose was to throw as much light as possible on the problem.

### Owen Fairweather

"We are here today because the desire of working people for more security has burst forth in a new series of union-management programs designed to decrease the wage-loss injury during periods of unemployment," Owen Fairweather, a partner in the Chicago law firm of Seyforth, Shaw and Fairweather, said.

At one time people believed that by individual thrift they could save for the rainy days of unemployment but the great depression of the thirties destroyed people's faith in thrift, he said.

The plans negotiated with the unions during the last year are simply plans to supplement public unemployment compensation benefits with payments from a trust fund into which money has previously been deposited by the employer, Mr. Fairweather said. They are known as supplemental unemployment benefit plans—"SUB" plans.

He described the first such plan, negotiated by the Ford Motor Company and the United Automobile Workers in June 1955. When a few days later, General Motors Corporation followed—reluctantly, he said—"the union-imposed program set the pattern that swept through the major automobile producers throughout the industry".

The United Steelworkers of America "got into the SUB act" during August of last year when the union negotiated agreements with the American Can and Continental Can Companies. The union's President, David J. McDonald, has made it clear,

Mr. Fairweather said, that these agreements are to be the pattern for the steel industry negotiations now under way.

The next major plan, he said, was the Allis-Chalmers plan, negotiated with the UAW.

These are the important types of SUB plans which have a trust fund pool, he explained, and have been referred to as the "Pooled Type" plans.

A pooled type plan requires the employer to deposit the money into a trust fund from which the payments are made *to the employees who are laid off*. No individual employee has any vested rights in any of the funds deposited into the pooled trust. Some employees with high seniority who won't get laid off don't like these plans as they represent wage money spent for the benefit of only the newcomers.

While these pooled type plans were being negotiated another group of plans sprang up—the "Individual Account" plans, sometimes called "Thrift" plans, Mr. Fairweather said. The major plan of this type was the one negotiated between the two leading companies in the flat glass industry, the Pittsburgh Plate Glass Company and the Libby-Owens-Ford Glass Company, and the United Ceramic Workers union. "The plan is actually nothing but another forced savings plan," commented Mr. Fairweather, "and hence is a thrift plan similar to many others that have been established in other companies." All have as their purpose the providing of additional income during periods of unemployment, Mr. Fairweather said.

The governmental unemployment compensation payment is supplemented by a payment from a private trust fund. Therefore, these plans are based upon the fundamental assumption that the public unemployment compensation benefit is too low. Now, if these programs are unsound from a social point of view, they are unsound because the assumption that the public benefit is too low is incorrect. Therefore, to evaluate the

wisdom of adopting a supplemental unemployment benefit program, we must develop conclusions concerning this fundamental question—should unemployment compensation payments be increased?

In this connection, it is necessary that we examine briefly the British unemployment compensation history, said Mr. Fairweather. The Act as passed in 1911 was designed to give temporary relief, "modest benefits for short periods," he explained. From the end of World War I, benefits were so liberalized in amount and duration until they equalled 90 per cent of an employee's pay and were payable over a term of more than a year.

Administration of the system soon broke down, he said, and entire families lived on the "dole" for years. Malingering was so extreme that it became a habit, Mr. Fairweather said. He quoted the following from a government report:

Many of these young persons have done practically no work and they have little or no conception that a man's ordinary occupation is to provide the means of subsistence for himself and for his family. They have seen their own families and their friends kept for years by the State and they have come to accept this as a normal condition of life.

"When this mass malingering habit reached its climax, a budgetary crisis occurred," Mr. Fairweather said. "The English Government was practically broke in 1931."

Evidence of malingering habits was not confined to England, he said. In the United States, even though the benefit levels have been traditionally far more conservative, thousands of fraudulent claims for unemployment compensation were filed. Malingering, said Mr. Fairweather, will increase as payments go up in relation to the wage the employee would receive if he were working. This, he said, has been borne out by the experience under the Veterans Readjustment Act of 1944.

Mr. Fairweather mentioned as another influence in malingering the fact of whether a man had dependents.

In this connection some very interesting facts were discovered when the General Motors Plant at Lavonia, Michigan, burned. As a result, people with all kinds of seniority dates and various numbers of dependents were turned out upon the labour market at one time. A study was made to find out when these people found other employment. It was found that the single people—those without any dependents—took seven weeks to get a job, whereas a man with a wife and at least one child found a job within two weeks. The speed with which the men with dependents got back to work had

nothing whatsoever to do with their seniority with General Motors but was very definitely affected by the number of persons dependent upon them.

The reason, he explained, was that Michigan unemployment compensation benefits were below the subsistence level for families with two dependents, above the level for single persons.

Employers in the United States continue to make agreements to provide 65 per cent of after-tax income when an employee is unemployed, Mr. Fairweather said. This means that for working the employee receives only 35 per cent additional income.

"It seems quite clear that with such a benefit many persons will consciously attempt to stay idle," he declared. "The question is whether we can afford the resulting loss in productivity. Are we so productive that we can support idle people who might otherwise be producing?" These questions, said Mr. Fairweather, involve judgments and are not subject to precise answers; he was merely attempting to point out the main problem.

Mr. Fairweather concluded with a warning:

Remember that the 60 per cent-65 per cent of take-home pay level of payment for not performing any work is only the start. The unions will attempt to bargain up that level. They will assert that it is economically wise to pay employees full pay for no work because it increases their purchasing power. This was the economic argument the Fabians used to lead England into the serious "dole" mess 25 years ago. We must exercise care lest we be led down the same path and wake up too late to find ourselves in the grip of mass malingering habits that will sap away the national strength of our two countries.

### C. B. C. Scott

In his address, "A Description of a Canadian GAW Plan," C. B. C. Scott, of Massey-Harris-Ferguson Limited, Toronto, compared the plan operated by his company with the plan accepted by Ford and General Motors in Detroit.

"When we agreed to concede a supplemental unemployment benefit plan during negotiations," he said, "we did not go into the detail of the plans negotiated in Detroit. We merely said in our agreement that we would give the union a supplemental unemployment benefit plan based on the Ford and General Motor plans in Detroit but adapted to suit Canadian conditions."

The differences in the plans are minor, Mr. Scott said, but interesting.

The Ford plan, he explained, provides for two funds, one for the benefit of employees engaged in defence production

and one for those engaged in the ordinary business of the company. His company has only one plan, as defence work does not run to such substantial proportions.

The American plans provide for non-alienation of benefits. While his company has been advised on the best legal authority that such a provision would not be enforceable in Canada, the clause is contained in the plan merely as a deterrent to employees' assigning their benefits.

Because of the size of the automobile Companies in the United States, provision is made for first-stage appeals on a local basis, to facilitate administration of the plan, which covers such a great number of personnel in different locations. Only one board of administration is provided but local appeals can be handled on a local basis subject to the approval of the board. In the case of Massey-Harris-Ferguson, this was not necessary, although it is intended to have an administrator in both the Brantford and Toronto plants; but all appeals will be handled by the one board of administration.

In the United States, the impartial chairman of the board of administration is usually their permanent labour relations umpire. Since there are few permanent umpires in Canada, provision is made for the parties to select a chairman and, failing agreement, for a chairman to be appointed by the Minister of Labour for Ontario.

In most of the automobile companies hourly rates only are used, as there is no incentive system. As Massey-Harris-Ferguson has an incentive system, provision had to be made for the compilation of earnings of incentive workers.

Under the American plan, the investment of trust funds is very much restricted. The union's original submission to his company provided that trust funds could be invested only in securities which were an obligation of the Canadian Government. The company persuaded the union to change this to provide that trust funds could be invested in securities which are legal for Canadian life insurance companies, with the exception of mortgages.

The American plans specify what shall be done relative to the accumulation of credit units and the adjustment of funding after termination of the plan. The wording is ambiguous and in his company's plan the provisions have been clarified, he said.

Another difference is in the composition of the board of administration.

These, said Mr. Scott, are the main differences. There is one point, however, which should be pointed out, he said, and that is that state benefits in Michigan are

substantially higher than the benefits paid under the Canadian Unemployment Insurance Act.

It would be worth while for management to analyse carefully some of the provisions in plans submitted by unions, Mr. Scott said. Among them, he mentioned the definition of "active employment roll"; the provision with regard to accrual of credit units; duration of credit units; time condition governing the actual payment of benefits; wording of the provisions pertaining to "substitute supplemental benefits" and over-payment of benefits; retroactive crediting of units; and payments for supplemental unemployment benefits an allowable expense of the company.

There are still two important issues to be cleared, said Mr. Scott. The first is whether, under Canadian law, it is possible to integrate this supplemental unemployment insurance plan with unemployment insurance benefits payable under the Act and whether such supplemental benefits will be regarded by the Unemployment Insurance Commission as earnings.

The other point is whether the Department of National Revenue will consider supplemental unemployment benefits as income and therefore taxable.

"The whole plan is a very intricate and complicated one and the administrative difficulties are going to be very great," Mr. Scott concluded.

### W. L. Monck

So-called guaranteed annual wage plans are not new "but are becoming fashionable; like most fashionable things, they appear nice but unfortunately everyone cannot afford them," said W. L. Monck, Industrial Relations Officer, Trenton Steel Works, Limited, Trenton, N.S. He titled his address, "Guaranteed Annual Wage—Fashionable, Expensive, Will Not Wear Well".

It is doubtful, said Mr. Monck, if anyone in the CMA or elsewhere in Canada would take serious issue with the proposition that every Canadian should be suitably sheltered, clothed and fed. Unemployment insurance, he said, came into being to take care of temporary periods when the individual is unable to do the job of providing for himself.

"The fact that the individual contributes personally to this protection adds dignity and a measure of independence to the scheme.

That unemployment insurance, in the opinion of some labour groups, does not do adequately the job for which it was



intended is the principal reason that some groups are making demands for guaranteed annual wage plans, he said. "Please note the words 'some groups' because there are many thoughtful and studious men, high in the councils of the labour movement, who disagree with guaranteed annual wage because in a great many industries it is impractical," he declared.

Regardless of the ability of any particular industry to adopt a guarantee plan, said Mr. Monck, it should be appreciated early in negotiations that many things, such as overtime bonus, shift differentials and, perhaps, even the right to strike, hitherto regarded as finalized "and indeed sacred," must be seriously re-examined in the light of this development, and it may well be that some of them must be sacrificed.

Welfare benefits, he believed, are a function of government. He based his opinion on "the undeniable insolvency which frequently occurs in industry and the solvency we all at least continue to hope for in some reasonably benevolent form of government" and also on the ground that if these things are necessary, everyone should enjoy them, not only the few able to obtain them by organized effort.

The reason that these things are now, and continue to increase as, a part of industrial costs, may well be the recognition by industry of the need for them rather than an acceptance of responsibility for them, which is a different thing. History seems to prove that great, but not always good, changes are made in the main by and for minorities.

The only basic requirement for a GAW plan can be simply stated, said Mr. Monck: "the wherewithal to meet the payroll and stay in business, considered from the long-range point of view." This, he said, requires considerable ingenuity and sometimes is impossible.

While there are some industries to which GAW can be readily applied, there are some important ones that employ a large part, if not the majority, of the working force to which it can not be applied without completely revolutionizing methods of production and marketing, Mr. Monck stated.

As an example of a satisfactory GAW plan, Mr. Monck referred to the agreement negotiated between the Wabana Ore Limited and the United Steelworkers, which contains the following clause:

Provided production remains in excess of 12,000 tons per day, the company undertakes that there will be no reduction in the working force during the period 1956-1961.

Moreover, said Mr. Monck, wage rates go up automatically for each 1,000 tons over 10,000 tons daily.

"The reason for such a clause is obvious: the ore can be sold," he said. "This clause seems the ideal GAW—*guaranteed assurance of work* in contrast to payment for not working. Please note it contemplates no idle time or compensation for it."

As an example of an industry to which a GAW plan cannot be applied, he cited the Eastern Car Company at Trenton, N.S., which produces railway rolling stock. In the past ten years, he reported, the percentage of capacity at which the company has operated ranged from 18.8 to 105.4, with an average of 63.4 per cent.

A plan has long and diligently been sought, he said, whereby the railways might find it advantageous to budget their purchases over a more extended period and smooth out the "boom and bust" cycle which has traditionally been the pattern in this industry, both in Canada and the United States, but so far nothing workable has been discovered.

Twice in ten years the industry's customers—there are only three or four—decided at the same time to buy nothing for a year. Try to devise a GAW plan to cover that situation, he challenged.

These, said Mr. Monck, are examples of extreme conditions. The industries with the greatest problem in so far as GAW negotiations are concerned are not the ones at either end of the scale but the ones in the middle, where it becomes a debatable issue.

Why, asked Mr. Monck, are the plans referred to as guaranteed annual wages? "Annual, most of them are not; wages, in the politico-economic sense at least, are compensation for work performed. Personally, he said, I am going along with the folks who call most existing GAW plans what they are—either a guarantee of work, very rare, or supplementary unemployment benefit."

It is fundamental that in the GAW problem, as in others, everyone finds out everything possible about the problem and its consequences in his own industry and makes his decision, not on short-term expediency but on the facts as they apply, he declared.

Whatever form the solution takes, Mr. Monck concluded, it must be borne in mind that the cost must be added to the selling price of products "already so expensive they can be readily sold only to ourselves".

## C. A. L. Murchison

The term "guaranteed annual wage" has no single or acceptable definition, Unemployment Insurance Commissioner C. A. L. Murchison said, in a discussion of "Guaranteed Annual Wage Plans and Unemployment Insurance".

In their literal sense, the words might describe a contract to pay each employee a predetermined sum for whatever service he might perform during a 12-month period, he explained. Or it might be implied that the undertaking is one that would run from year to year. He knew of no such contract or undertaking.

"There would be no need for unemployment insurance" in a state where such annual wages were in effect, the Commissioner remarked.

Approximately 24,000 of Canada's 4,413,000 wage-earners are covered by some form of supplemental unemployment benefit plan, Mr. Murchison stated. These plans normally call for limited employer contributions to a special fund from which, under carefully defined conditions, benefits in stipulated amounts may be paid to laid-off employees as a supplement to benefits available under the Unemployment Insurance Act. Integration with unemployment insurance is a cardinal aim of most of the plans, he remarked, and some are dependent on rulings from the Unemployment Insurance Commission, permitting workers to receive company layoff benefits without being disqualified from unemployment insurance benefits concurrently.

The Commission, Mr. Murchison said, is making a careful study of the several collective bargaining agreements which provide for the payment of supplemental unemployment benefits. A ruling governing such cases, he said, has not yet been made by the Commission.

Though he avoided saying anything which might be construed as a statement of policy, he pointed out some of the problems confronting the Commission in dealing with the issue.

The first question to be decided by the Commission, Mr. Murchison said, is whether money received by an unemployed worker as and by way of a supplemental unemployment benefit should be held to be earnings. (The Unemployment Insurance Act provides for the deduction from benefits the amount earned in excess of "allowable earnings".) The dictionary defines "earnings" as "that which is acquired as the reward of labour," he pointed out.

Would it be correct to say that the supplemental unemployment benefit is that which is acquired as a reward of labour, or should it be ruled that since the money reserved to pay SUB has passed from the control of the employer to a trust fund, which is administered jointly by management and the workers, the fund should be regarded as a potential savings account standing to the credit of the unemployed worker?

It is possible that our decision might be influenced to some extent by the rulings of the income tax people. If they decide that SUB payments are taxable in the hands of the worker the savings account argument might not be considered tenable.

A further point to be noted, Mr. Murchison said, is that a typical SUB agreement does not establish a trust in favour of the individual; no vested interest is conferred.

If the Commission decides that supplemental unemployment benefit payments are to be regarded as earnings, it would seem reasonable, he said, to expect that deals might be made between management and labour whereby payment of SUB would be deferred and paid in a lump sum every three weeks of unemployment.

This brings up another question and it will be our responsibility to decide whether such a practice should be recognized and approved, or whether rules should be made which, in effect, would say that the lump sum payment plan is merely an attempt to circumvent the Act and we are going to allocate the payments on a weekly basis notwithstanding, for the purpose of computing the amount of unemployment insurance benefits to be paid each week.

No problem is presented, Mr. Murchison said, by a supplemental unemployment benefit plan which limits payments to amounts established by the Act as allowable earnings; but one does arise where the plan provides for payments greater than the allowable earnings. "The problem is to avoid anomalies as between those who stand to benefit under a supplemental unemployment benefit plan and those who are not so covered."

Complications are also presented by the fact that most companies having SUB plans are subsidiaries of United States companies, he pointed out. For example, several states have ruled that claimants will be entitled to supplemental payments without reduction of their state unemployment compensation, while others have amended their laws to say, in effect, that SUB payments are wages and that concurrent payment of both benefits is illegal. There is, however, a difference in the applicable laws, Mr. Murchison pointed out.

In the unemployment insurance laws of the United States there is usually some such provision as that in the Massachusetts law, which is, "that a person shall be deemed to be in total unemployment in any week in which he performs no wage earning services whatever and for which he receives no remuneration". Our law approaches the problem in a somewhat different way. Sec-

tion 56 requires the Administration to take all *earnings* into consideration when calculating the amount of unemployment insurance benefit. It may well be that arguments will be heard in support of the plea that we in Canada should be as generous as pronouncements made by United States officials would indicate their several systems will be.

*(To be continued in the August issue)*

---

## McGill University's 8<sup>th</sup> Annual Industrial Relations Conference

This year's theme: "Security in an Industrial Economy". For purpose of discussions, "security" defined to include psychological as well as material needs of people, as individuals and as members of groups

"Security in an Industrial Economy" was the theme of the 8th annual industrial relations conference at McGill University, April 16 and 17.

Attending the conference were delegates from various branches of industry, business organizations, trade unions, educational institutions and federal and provincial government departments.

The conference was addressed by five speakers and terminated with a panel discussion in which all speakers took part.

For the purpose of the discussions, "security" was defined broadly to include consideration of psychological as well as material needs of people as individuals and as members of related groups.

The speakers were: Dr. Graham C. Taylor, Assistant to the Director, Allan Memorial Institute of Psychiatry, who dealt with "The Importance of Security for the Individual"; Dr. George F. Davidson, Deputy Minister of Welfare, Department of National Health and Welfare, who discussed "Security and the Role of the State"; Dr. Edwin E. Witte, Chairman, Department of Economics, University of Wisconsin, whose subject was "Security and Economic Change"; and W. Allan Campbell, Vice-president and Secretary, Canadian Westinghouse Company Limited, who discussed "Private Enterprise and the Security Issue". Nat Weinberg, Director, Research and Engineering Department, UAW-CIO, Detroit, Mich., who was to have spoken on "A Union View of the Security Problem", was prevented at the last minute from attending; his address was read by Carrol Cobourn, of his department.

### Dr. Graham C. Taylor

The effect of anxiety and fear on the human being was discussed by Dr. Graham C. Taylor, who noted that our age has been described as an age of anxiety and also one of fear.

"Anxiety and feelings of insecurity are inversely related, so that the greater the forces tending towards security in the individual, the less will be his anxiety. It has been said that anxiety is about the most uncomfortable emotion a human being is called upon to endure," he said.

Noting that "our society is primarily an industrial one," Dr. Taylor said that "security within industry will be of great importance in the life of each individual."

In general, he believed, it can be said that feelings of insecurity arise when one is exposed to stressful situations for which there is no easy solution for the indecision and conflict involved.

Dr. Taylor divided his subject into four main parts: security and reactions to authority; the emotional reactions of management; the emotional reactions of the supervisor; the emotional reactions of the hourly worker.

"The executive and the psychiatrist look at authority in different ways," he said. "The executive may think from the point of view of his administrative responsibility, while the psychiatrist is more inclined to think of authority in terms of individual reaction to authority along with other emotional reactions established in early childhood. Emotional problems often stem from the way we learn to handle our feelings. Reactions to authority are no exception."



Both individual and executive function in decision making are an important part of healthy handling of feelings in this regard, and Dr. Taylor declared that "each level in management has associated with it administrative responsibility roughly divided into an area of authoritative responsibility and one of decision making. "They are closely related. The entire process is complicated, however, by the presence of people. Their feelings stem from two sources. First, the problem of management in exercising authority—the problem of the reactions of people to it.

There are a number of possible stumbling blocks to the healthy exercise of authority. We all have aggressive impulses towards others. For various reasons, there may develop in any of us strong needs to dominate, exploit and to control other people.... In industry, we occasionally see that the granting of power in an administrative sense may bring out these unhealthy tendencies to control and dominate others.... A person who daydreams and phantasies himself all-powerful may, when the opportunity presents itself, act upon this unreal dream and become a very destructive person indeed within industry.

The use of power in terms of an individual's inner phantasies rather than in accordance with the real demand of the industrial situation can produce an unhealthy situation. When such a person's victims recognize the situation there is open resentment and counter-hostility. This in turn produces in the people subjected to the ruthless exercise of power "feelings of insecurity and confusion".

In such a situation, people are unsure, often wondering if the difficulty lies with the leader of the group, but usually having serious doubts about themselves. "They wonder if they are not producing the problem instead."

The abuse of an authoritative position is only one difficulty in exercising authority. A supervisor may react with feelings of discomfort and inadequacy to his own authoritative and aggressive role. Consequently he may find difficulty in directing others and is only supervising because he is stalemated by his own inhibitions, the latter resulting from having ingrained in him as a youth that to be aggressive and self-seeking is normally bad.

"In our present highly industrial society there is increasing pressure towards mass conformity.... Each person is anxiously trying to sell his personality to his supervisor, to become accepted by key people in his work group." He seeks to prove that he is not different from the other people in his group. This may deteriorate the value of the individual rather than increase it.

The person in authority handling such a situation finds himself in difficulty, especially when he reaches supervisory standing. He himself is subject to pressure, as are the men that report to him. "In short, he has to be a good leader, which involves standing out from the group," rather than conforming to it, and yet, he must still be "one of the boys".

The problems are control of aggressive strivings, the control of feelings of guilt, and the ability to identify with a work group yet remain its leader. These are all problems of management.

On reactions to those exercising authority, Dr. Taylor noted that:

Well-adjusted people can take a fair amount of moderately aggressive and hostile authority with relatively little psychological stress reaction....

Successful management considers adapting its actions to certain specific personality difficulties to avoid arousing feelings of insecurity. For example, one employee may readily accept challenges and when a difficult assignment is given to him, takes it in his stride. Another tends to lack confidence and, while fairly capable, always under-rates himself. When this employee is given the tricky problem to handle, he needs to be given specific encouragement. The idea should be conveyed to him that he really is capable of solving the particular problem.

Ideas about executives are poles apart, Dr. Taylor found in analysing emotional reactions of management. There are those who believe that executives are always making many lightning-like decisions per minute, and the others who think that assistants do all the work while the executive himself has a soft job, and that all he is required to do is "maintain an imposing facade of dignity and detachment".

Executives, however, are under the same general stress as their employees, but with some factors unique to their role. The executive in the industrial structure fills a position fraught with feelings of loneliness.

The further a man rises in administrative responsibility, the fewer can be his confidants within the company.... The conflict between the executive's personal values and business principles at times leads to the stimulation of feelings of guilt and resulting anxiety.... Pressure arising out of the need to compete with others to maintain one's position are also among the emotional pitfalls of the executive.

In the case of the hourly worker, "the emotional reactions of resentment may be stimulated by all manner of overt and implied stresses including his own feelings of inadequacy.

"There are many stresses affecting the hourly employee. Some of these stresses

arise from the need to conform to the standards of the working group, others are related to employee-management conflicts and still others arise from the impersonality of modern technology.

"In dealing with such feelings, supervision is faced with first an understanding of their origin and a paramount need to deal with them not simply on the basis of a superficial reaction, but rather on the basis of an attempt to really understand what is going on."

### Dr. George F. Davidson

Everyone today recognizes the need of the individual to achieve security, Dr. Davidson said. It is this need which supplies much of the drive and incentive to the individual to improve his personal and family status, educationally, vocationally, and in economic and social terms.

Where people begin to disagree, said Dr. Davidson, is on the question as to whether the individual should be left entirely on his own or should be given some help and, if so, by whom, in his endeavour to achieve this desirable goal of security.

Is the goal of security something to be sought and achieved, unaided, by personal effort of the "rugged individualist"? Can it properly be regarded as a collective responsibility of the community, to be sought and achieved exclusively at the non-governmental level, through the efforts of the individual himself, buttressed and supported by community agencies, co-operatives, and the joint and separate efforts of labour and management within the industrial setting? Or is there a job that government should be doing in this field and, if so, how much should be left to the individual, how much to the organized forms of community non-governmental enterprise, and how much should be assumed by the state?

The last-mentioned question is really the critical issue in the social security field today, Dr. Davidson said. How should the responsibility be shared, divided, allocated? Not many today, he said, would suggest turning the clock back to the days of "sink-or-swim" individual effort, unaided from any quarter. There is fairly general agreement that in the urbanized, industrialized society of the 20th century the community has some responsibility in helping to protect the individual from at least some of the hazards of our complicated, impersonal, urban way of life.

The rise of trade unionism, the growth of collective bargaining and the increasing evidences of enlightened management's concern for the health, welfare and security of its employees and their families—all of these facts have created today a growing acceptance of the view that, in a private enter-

prise economy, management can, should and does accept a measure of responsibility for helping the individual employee to achieve security for himself and his family.

None of this is any more seriously disputed, said Dr. Davidson. Nor is there any serious questioning of the principle that government too, especially the local governments, has some responsibility.

Clearly, some of the necessary social, health, educational and economic needs of individuals in our complicated modern industrial society can be met only by the action of governmental authority at some level, and not many question that. But what a good many people do question is the extent of governmental intervention that is necessary or desirable in the human welfare field.

The concern is even greater when big governments are involved in services affecting the people of the nation as a whole, than when the governmental intervention is confined to a limited jurisdiction, he added.

Dr. Davidson then proceeded to an examination of some of the factors affecting the apportionment of responsibility for meeting the universally recognized need for personal and family security among the individual himself, the employer and government.

There is no need, he said, to dwell on the role and responsibility of the individual. The individual is still, and must be in any democratic form of society, primarily responsible for achieving his own and his family's wellbeing and security. The difficulty arises from the fact that not all individuals are equally endowed with skills or knowledge or opportunities. Consequently, some form of collective community help must be forthcoming for those who cannot, whatever the reason, provide entirely for their own security needs.

The question is: "What group?"

Most believe that the family should be the group. More and more, however, it is coming to be recognized that the family, and the religious sect or work group, while able to deal with many of the social and economic problems that lie beyond the ability of the individual, are themselves too narrowly circumscribed and too limited in their resources to cope with the major hazards of modern industrial society. These hazards must then be dealt with through the collective action of the whole community, Dr. Davidson said.

The next question is: "What do we mean by community?"

It is capable of many meanings: among others, what we choose to call "government action". At whatever level this govern-

mental action may be undertaken, it should always be recognized, he said, that the machinery of government is the "chosen instrument" for community action in the achievement of a measure of security for the group.

The bogey of the "welfare state" has done a lot in recent years, Dr. Davidson feared, to becloud our understanding of this important fact. As a result, we tend too often to think of the non-governmental social plans, including those developed by industry, as something different—inherently better or inherently worse, according to our particular point of view—from the programs operated under public auspices. We look upon the public and the private programs as largely separate and independent one from the other. We tend to forget that they are not two separate things but rather separate manifestations of the same thing.

"Both endeavour through different forms of organization to fulfil the sense of mutual obligation within the group, large or small, that we have chosen to call the community," he said.

If we can accept this double concept of the relationship between public and voluntary enterprise, said Dr. Davidson, then the problem of establishing the proper roles for governmental and non-governmental action in social security matters becomes much simpler.

The infinite variety of the pattern of governmental and non-governmental relationships in the social security field is, of course, but a symptom of the way in which our programs have evolved by patient democratic processes down through the years.

So long as the *laissez-faire* concept of government prevailed, the private agency was almost the sole instrumentality by which the community sought to discharge its social service responsibilities, Dr. Davidson said. As *laissez-faire* began to give ground to a more positive and dynamic concept of the role of government in society, some of the responsibilities in the social welfare field began to shift from the voluntary agency to governmental authority.

In a recapitulation, Dr. Davidson said he had endeavoured to establish that:—

1. In our complex industrial society the individual can no longer be counted on as having the capacity and resources to meet all the contingencies which he and his family may have to face;

2. The community in consequence had a responsibility to provide support and reinforcement in these circumstances;

3. Whether the community discharges its responsibility through action of a non-governmental or governmental instrumentality, it is utilizing in either case a "chosen instrument", which the community itself has established, by free and democratic processes, to meet social and economic need.

Dr. Davidson proceeded then to examine what he described as "a particular type of non-governmental approach—the labour-management, employer-employee plan for meeting health, welfare and security needs."

Such plans, said Dr. Davidson, while "non-governmental", cannot be regarded as voluntary, except by stretching the ordinary meaning of the term.

The contract established on the basis of collective bargaining and agreement has in it some of the elements of compulsion and statutory obligation which are characteristic of governmental rather than non-governmental initiatives in the social welfare field. But perhaps this is only a refinement: basically, otherwise, the employer-employee programs in the social welfare field belong clearly to the family or non-governmental undertakings. Indeed, there is a disposition in some quarters to argue that the approach of labour and management to the achievement of social security for employees and their families holds greater promise of success than does governmental action, and that consequently government should stay out of the field and leave the job to be done through the time-honoured industrial relations process of patient collective bargaining and employer-employee agreement.

A great deal has been accomplished in the field of industrial health, welfare and pension plans under the stimulus of collective bargaining, said Dr. Davidson.

There is no doubt, said Dr. Davidson, that these plans have accomplished much that is good and that they have brought countless benefits to a great many individual employees and, taken as a whole, have added significantly to the sense of security of large segments of the working force of Canada.

No person who is concerned with the development of adequate social security for the Canadian people would ever suggest anything other than the maintenance, and indeed the strengthening, of these industrial social security programs as indispensable elements in the building of an over-all structure of social, health and economic security to meet the needs of an important section of our people.

#### Dr. Edwin E. Witte

"This is an age of rapid economic change. Nowhere has economic change been as great and continuous as in the two friendly neighbours, Canada and the United States," Dr. Witte, the banquet speaker, said.



Taking for his subject, "Security and Economic Change," Dr. Witte referred to the economic changes that have taken place, primarily in the United States, during his 70 years of life there.

Equally, if not more significant, he said, have been social changes of economic import. Among these, he would mention only changes in the labour force and in business organization. For one, he said, the labour force has become much better educated. In his home state of Wisconsin—"a leader in progressive labour legislation"—as recently as the First World War the only educational requirement for full-time employment in a factory at age 14 was completion of fifth grade or six years' schooling. Today, a high school education is the minimum insisted upon by many employers for any sort of industrial employment. Increasingly, industry demands a college education for all workers whom it will consider for executive positions, and for an ever-growing number of technical, professional and scientific lines of work, post-graduate training has become necessary.

Not less important, Dr. Witte noted, has been the increase in the employment of women and the decrease in child labour.

Significant also has been the ever-increasing importance of associations and associational effort in the economy of the United States, he said. More than 95 per cent of all manufacturing is now carried on by corporations, with ever higher percentages in finance, insurance, rail and air transportation, said Dr. Witte. "Trade unions, co-operatives, farmer organizations, trade associations, and employer and professional organizations, all, veritably, have become a part of what we like to call 'the American way of life'."

These changes have given rise to many problems, said Dr. Witte, but there can be no doubt that, at least in the economic sphere, they have represented progress—an improved standard of living, a better and longer life for the great majority.

While for a time Canada appeared to be making economic progress more slowly than the United States, he said, since the Second World War growth has been more rapid than that of his country. The promise of still more and even greater progress in the decades ahead seems bright in both countries.

Note must be taken of automation in appraising the possibilities for economic growth, Dr. Witte said. As it will in most fields require large new capital investment, new knowledge and skills, it will probably be slower in coming, but automation

presents possibilities for greatly reduced costs of production and wider use of many products, he said.

As in the past, non-material developments are likely to operate not only to assure continued economic progress but to speed its momentum, Dr. Witte said. These he enumerated as research; promise of improved industrial relations; improved knowledge and action in forestalling, mitigating and ending depressions; prospect of more and better-trained scientists and professional and technical workers; and a growing appreciation of the interdependence of all peoples, overshadowing differences of race, colour, creed and beliefs.

Although our two nations have the highest per capita incomes, which makes for the best progress for security, it does not mean that there is no longer any poverty or need in these countries, Dr. Witte said. According to a recent study of low income families in the United States, it was found that 20 per cent of all families and 64 per cent of all unattached individuals had an income of less than \$2,000 in 1954.

Although it is true that the unemployed include a high proportion of marginal workers, particularly in periods of high employment, most people are poor because they never had large earnings or because of an unusual amount of sickness in the family, or because they are not in good health, are members of minority groups or live in areas which have not enjoyed the same measure of prosperity as the rest of the nation, he remarked.

Social security, Dr. Witte noted, is not a recent phenomenon. He told how workmen's compensation laws were the earliest form of social insurance in the United States. He pointed out that under these laws, the costs of industrial accidents are not imposed on the employers but are shared by employers and workers and ultimately become a part of the costs of production borne by the consumers.

It was not until the Depression that any new form of social insurance was adopted in the United States. Unemployment insurance legislation was first enacted in Wisconsin in 1932, Dr. Witte stated, but did not become widespread until the passage of the Social Security Act of 1935. In this one Act, he remarked, were included a federal old-age insurance system, stimulation for the enactment of state unemployment insurance laws, the beginnings of federal aid to the state for specialized forms of public assistance, and federal aid for many types of state and local health and welfare services.

In the nearly 20 years since then, Dr. Witte noted, the social security institutions contemplated in the Social Security Act have been extended and improved and others have come into being. Despite all the progress which has been made, social security in the United States is still very incomplete and far from even reasonably satisfactory, he declared.

There is still a widely held view that social security is inconsistent with free enterprise, Dr. Witte continued. To many, social security either is socialism or a long step towards it, for no more logical reason than that the word "social" occurs in both terms, he said.

"Social security is not inimical to industry, thrift and free enterprise but a bulwark for these economic virtues, needed at home and most valuable for our safety in the troubled world in which we live."

What will be the effects of social security programs depends upon what they propose to do and still more upon what they actually provide. "It is possible," he said, "to make of social security something of an unrealistic Santa Claus program. Emphasis in social security can be placed upon redistribution of wealth or upon the much less radical concept of assuring a necessary minimum income for a reasonably satisfactory existence for the individual and the family on the occurrence of the immediate, personal hazards of life."

As institutions for the redistribution of wealth and income, social security programs have proved quite feeble, Dr. Witte said. There are more direct and effective means for redistributing income and wealth, he said, citing tax policies as one.

Social security institutions do not have their principal justification in their effects upon purchasing power, promoting full employment and economic stability and prevention of hazards, Dr. Witte observed. While they have some values in these directions they have not been, and cannot be, their main objectives.

We would not look to government alone for the minimum protection against the consequences of the occurrences of the personal hazards of life, he continued. In an economy of free enterprise, the primary responsibility for his economic support rests upon the individual and his family. This has not been altered by social security. All social insurance benefits are conditioned upon prior and, usually, recent and extensive employment.

As social security has developed in the United States, the greatest growth in recent years has been in industrial security programs, Dr. Witte stated. This has come

about, in large part, through prodding from labour but also because of the belief, widely held in industrial circles, that government should be kept out of the picture; that its encroachments threaten private enterprise. He did not share that view, he said, but he did believe that industry has an important role in social security, broader than contributing to the costs of government programs. That role is to supplement these programs by collectively bargained or industrially established private security programs to provide better protection to its employees and their dependents than they get from government programs standing alone, he declared.

Government should, and it alone can, provide minimum necessary security protection to all Americans and their families in all personal contingencies of life. But it can and shall attempt no more than such necessary minimum reasonable protection. Social security, as I conceive it, is not a featherbed, nor a concrete floor, but a net to catch those who fall. For the luxuries and even some of the comforts of life, under the American philosophy of social security, dependence is placed upon the individual and the family, with assistance from the employer.

It is at this point that industrial security programs must come in. Along with management, the industrial workers are the greatest contributors to our marvellous production. Those who contribute actively to production have a strong claim for additional security beyond the reasonable minimum which government alone can assure. Both in the United States and Canada, industry is increasingly meeting its responsibilities in this respect.

This does not lessen the need for governmental social security programs. Assurance of a minimum income for all people in all contingencies of life is an absolute essential, which no modern nation can afford to neglect.

There is not, Dr. Witte said in conclusion, just one sound governmental social security program. Social security programs, to be sound, must vary with and reflect history, the traditions and the total institutional pattern of the particular nation in which they are instituted.

Canada has utilized British and American experience in formulating its social security programs but has not blindly copied what these other nations have done.

President Roosevelt, in one of his messages on social security, said: "We will make the greatest progress if we look upon social security not as a finished product but as an objective towards which we strive, ever realizing that what we have can and must be improved."

## W. Allan Campbell

"Is our Canadian economy an industrial economy?" asked Mr. Campbell, who spoke on "Private Enterprise and the Security Issue".

That the national economy has changed from an agricultural to an industrial basis is definitely established by the changing pattern of the labour force, he said. Since 1939, the agricultural labour force has decreased 40 per cent; while the manufacturing labour force has increased 107 per cent. In the space of one generation, Canada has changed from a producer and exporter of mainly primary products to a producer and exporter of mainly manufactured goods.

The feeling of need for security is a very powerful force, said Mr. Campbell, and to a large measure human progress depends on this drive by individuals. It also finds expression in government defence budgets and welfare budgets, in the investment portfolios of insurance companies, institutions and pension funds. The drive is also there in industrial management, finding expression in wider diversification of products, in research for new and better products, in advertising to strengthen market position and in increasing capital expenditures for better and more efficient means of production.

This drive for greater security on the part of industrial management is possibly the greatest single assurance of security for industrial workers. Unfortunately, it is often overlooked and ignored; so when we talk of security as we do today, I can assure you that management is very much aware of this problem and its implications and ramifications, both as it affects the individual employee and the company.

Security as seen by management is a means to an end, not an end in itself, Mr. Campbell said.

Social security is a means to a stable national growth, to stable industrial employment, to a steadily rising standard of living and to the growing productivity of both labour and capital, which alone makes a better standard of life possible for everyone.

If then, there is a security problem, and I believe there is in some form, it is one of emphasis and degree: of perhaps trying to protect ourselves against every form of change as well as of adversity; of seeking to be safe to an extent that we disregard the very essence of economic and personal security, namely that we all earn enough to pay our way and stay solvent.

This quest for personal and social security, except where it is synonymous with thrift—in saving to provide ourselves with the means to insure against and to tide over difficulty and adversity when they appear—has, I believe, become an exaggerated and perhaps even perilous feature of our modern society.

We are reaching the point, said Mr. Campbell, both in the collective bargaining demands on corporations and in the growing number of government security programs especially, where we have no

choice but to take stock and decide how much security we can afford, which are the more urgent and beneficent measures to adopt and retain, which can be dispensed with safely and fairly and just how we are going to finance them.

Mr. Campbell quoted from a paper by Prof. C. L. Barber, of the University of Manitoba, on the cost of public welfare expenditures to Canadians, in which he showed that peacetime national defence costs, as a ratio of our national income, have risen from one-half of one per cent in 1929 to more than nine per cent in 1954. Tax revenues, at all levels of government, had, he showed, in 1954 reached 31.1 per cent, as contrasted to 30.1 per cent in 1944, when war expenditures were at their peak.

Thus, said Mr. Campbell, social security must be viewed not as an isolated case but in relation to the already high load of government tax revenues and expenditures. Moreover, at the provincial and municipal levels we are faced with costly programs for education, housing and highways.

There is, he said, a mistaken tendency to refer to social security expenditures as "public welfare measures". All expenditures of government are intended for the public welfare, and "what we really mean by these social security expenditures is public assistance programs which transfer to individuals and families payments which are not directly earned—except partially in the case of unemployment insurance benefits."

Federal and provincial social security costs are estimated by Prof. Barber to have risen as a percentage of the national income from slightly more than one-half of one per cent in 1929 to more than six per cent in 1954. Allowing for municipal expenditures and hidden administrative costs, this is estimated by another economist at more than eight per cent. Thus, social security now ranks close to national defence as our greatest single item of public cost, Mr. Campbell said.

If this were the end of the story, he continued, we could all agree, perhaps, that we have kept within reason in what has already been done in respect of unemployment insurance, family allowances and old age pensions; that what has already been done may even have acted as a stabilizing and sustaining influence on purchasing power and may even have contributed to the goal of high productive employment.

Many thoughtful Canadians would question this optimistic conclusion, he said, but the situation is gravely altered by new



security, welfare and health measures which have been proposed or are actually under way.

Again quoting Prof. Barber, Mr. Campbell said he estimates proposed new extensions of government security measures, omitting health and hospitalization plans, would add a further \$650 millions annually to the Canadian tax burden. The federal-provincial hospitalization and health packages proposal is estimated to cost some \$365 millions more annually. On the United Kingdom model, this proposal would cost annually well over \$600 millions extra, he declared.

Significant developments have taken place recently in our general system of social security, Mr. Campbell said, and the time is approaching when we should seek to review and possibly revise our social security structure in order to get the best value for each dollar spent. There is need also to avoid duplication between government and industry, he said.

On the short-term and long-term aspects, Mr. Campbell quoted the view of a Canadian economist who predicted that the role of government in the social welfare field will continue to grow for a time because government will assume increased responsibilities in the field of education, housing and health. With the adoption of adequate schemes covering these sectors, however, the major phase in the development of our social welfare system will be completed, since minimum needs will have been met.

"There will be a growing resistance to extending social welfare beyond that point because people will develop a preference to spending their incomes as they wish rather than pay more taxes," he said.

Undoubtedly, Mr. Campbell observed, responsibility at the present time is a divided one. So long as we are a free society, the individual must bear some share. Yet we have gone beyond the old *laissez-faire* period when everything was left to the individual. We live in an age when some responsibility for security necessarily falls on the State and some on industry itself—both organized labour and management.

There is a limit, admittedly difficult to find, beyond which industry and government should not be expected to go and it appears possibly that this area should establish the basic level of social security and, beyond this, the individual must assume responsibility.

In the field of health, we can easily agree that the state not only carries certain responsibilities but also that in specified fields—such as the prevention of epidemics, the provision and distribution of immunizing agents—the State can actually act faster and more efficiently than private agencies.

Mr. Campbell proffered two main criticisms that apply more or less equally to the State and to the trade unions as a whole. First, he said, they have tended to eliminate, or at least restrict progressively, the individual's responsibility for his own security. Second, they have frequently clouded and confused the limits and areas of security responsibility as between industry and the State.

One aspect of the security problem as it exists today, Mr. Campbell said, is the gradual tendency towards the restriction of the mobility of labour. This, he said, has definite drawbacks, both from the standpoint of government and labour, as well as industry.

It is well understood between management and labour that what results from collective bargaining negotiations and agreements is a specified and measureable "wage packet", Mr. Campbell said. The union may forego some or all of a wage increase in order to secure fringe benefits. The new drive for guaranteed wage plans, or supplemental unemployment benefits, goes well beyond the concept of a predictable wage packet, he said. "I understand that no such plans are actuarially predictable, even when they set a ceiling (as existing plans now do) on the employer's total liability to the fund."

Another criticism, said Mr. Campbell, is the threat of confusion between industrial hospitalization and health plans and the new federal-provincial hospitalization and health proposals.

If the latter, as seems likely, replaces all or part of existing industrial schemes, it means that industry—in some form or other will be taxed for the public plan. Where, then, do existing contracts stand under such a situation? If an industry in good faith negotiates such a plan of its own with its union, it is part of the total "wage package" agreed upon. But if industry is to be taxed—as ultimately it must be—to finance a public plan, then it faces a very serious problem of paying twice for the same thing.

Mr. Campbell suggested that, in meeting the "real and growing" security program, management's primary responsibility to society, as well as to its own shareholders, "is to ensure that earnings are well maintained and that new capital investment is kept up". This is possible only when based on re-invested earnings or on a good earnings record, he declared.

All economists are agreed, he said, that the investment process in our type of economy is the principal and indispensable key to continued economic growth and to the maintenance of a rising level of high productive employment.

Anything which threatens this process is harmful to everyone, perhaps to the hourly-rated worker more than to anyone else. It is only out of the earned "wage package" that payrolls can be met. It is only out of expanded investment that a rising total labour force can be employed.

Industry, said Mr. Campbell, has been doing much to even out production as much as possible, thus avoiding the peaks and valleys which existed years ago. The challenge still remains, he said, although not facing industry alone, of altering the buying habits of people and the many things they have become accustomed to expect.

Industry welcomes the devising of a better over-all pattern of social security, he said in conclusion, but not one which involves any larger net burden of taxation to the individual or to the corporation, "simply because any higher level would seriously menace the whole savings, investment and earnings process out of which all security costs must be paid".

Industry will play its role, said Mr. Campbell, but we must not fail to recognize that private enterprise, as we know it, cannot be divorced from individual enterprise. "Industry sees the real key to social security as being an expanding and healthy economy, from which all groups will benefit but all must work for it. There is still no sound substitute for work!"

## Nat Weinberg

"Man is not merely an instrument of economic activity but the purpose of economic activity... not merely a tool for the production of wealth" but also "the reason why we engage in productive efforts. ... Man is not a means to an end, he is the end itself."

This was the opening premise of the address of Nat Weinberg, Director of the Research and Engineering Department of the United Automobile Workers, on "A Union View of the Security Problem".

As Mr. Weinberg was unable to be present to deliver the address himself, it was read by Carrol Cobourn, also of the UAW Research Department.

Thus we think of man, not as a collective abstraction, but as an individual human being, Mr. Weinberg went on to say. "He does not exist to serve the economy. The economy exists to serve him." For this reason we reject the idea that the welfare of the individual should be sacrificed to the general welfare. In those cases where the individual is called upon to make a sacrifice for the sake of the common good it is the duty of the community to ease the hardship for him as much as possible.

This was diametrically opposite to the philosophy of totalitarian societies, in which "millions of individuals may be starved to death in order to achieve the collectivization of the farms. Or millions of individuals may be sent to the gas chambers to protect the alleged 'purity of the race'."

Nevertheless, Mr. Weinberg continued, although we do not allow individuals to inflict suffering on others in the name of the common good we do allow hardships to be inflicted on individuals by impersonal economic forces. Although this was better than the morality of the totalitarians it did not go far enough, the speaker contended. Although we have made progress in the past three decades "we have not yet raised our moral sights to the point where we reject outright the notion that it is entirely legitimate for most of us to profit from the sufferings of some of us".

As an illustration, Mr. Weinberg said that during the 1953-54 recession in the United States, which was called in many quarters a period of "healthy readjustment," those who were unemployed as a result of the readjustment could have been cared for by the rest of the population, who supposedly were benefiting by the readjustment, by the undertaking of public construction paid for by the taxpayers. Or better still, the government could have taken steps to prevent the occurrence of the maladjustments which made the readjustment necessary, or could have corrected them before they brought on the recession.

Since by and large none of these things were done, "the many were acting on the essentially totalitarian principle that the welfare of the society is sufficient excuse for damage to the welfare of the individual," Mr. Weinberg contended.

As another illustration of the sacrifice of individuals in the interest of the community, consider for a moment the question of mobility. Whenever it is proposed to add to the security of workers through collective bargaining the argument is raised that the mobility of labour will be impaired. This was true of seniority, it was true of pensions, and, more recently, the mobility argument was one of the most widely used ideological weapons in the fight against the guaranteed wage.

Mr. Weinberg agreed that mobility of labour was desirable, not as an end in itself, but only "as a means to the maximization of total production through optimum allocation of labour. He went on to argue that since society benefited by this mobility of labour, society and not the individual worker should be required to pay the price of it.

He said that when changes in consumer preferences lead to the decline of one industry and the rise of another we ought to be willing that the price of the new product should include provision for "a bonus sufficient to attract workers to move voluntarily from their old jobs into the new ones created by our shifting preference". Instead of this, he claimed, the proponents of the mobility argument said, in effect, that when a worker "gets hungry enough he will take a job in the new and expanding industry created by our new preferences even if his new job pays less than his old".

The same people argued, Mr. Weinberg said, that "it would be a mistake to provide unemployment benefits adequate to sustain his family decently while he is between jobs because then he will not take the new job as quickly as we would like him to".

The objective of mobility could be attained, the speaker contended, without "making the worker the victim of perpetual insecurity" by a national policy of full employment, which "would make the worker much more willing and much more able to take the risks of greater mobility".

That the effects on worker mobility of collectively bargained security programs had been grossly exaggerated, Mr. Weinberg said, was shown by the fact that the labour force of North America, "which is the only sizeable labour force in the world that has widespread seniority protection and pensions, is probably the most mobile labour force in the world".

Mr. Weinberg claimed that if the decline of an industry leads to the creation of a depressed area while jobs are available elsewhere, the community should pay the moving and other expenses incurred in the migration of workers to the places where jobs are to be had.

In regard to workmen's compensation, which had been opposed at first, although the recognition of the principle of compensation for injuries was an important step forward, the speaker said that benefits paid were often "at shamefully inadequate levels" and constituted "little more than insubstantial gestures in the direction of the collective responsibility for individual risks which the laws theoretically assume".

The same was true, he said, of unemployment insurance. He cited recent cases of what he considered callousness towards the unemployed on the part of highly placed members of government. He said that although the Department of Labour had for some years been making studies of seasonal unemployment he could not find that any "substantial" action had been taken towards developing alternative sources of seasonal employment. "The number of

workers who are cast adrift every fall and winter remains a national disgrace," he said.

Mr. Weinberg said that the average weekly unemployment benefit in the United States last year was such that more than 67 per cent of the cost of "the failure to meet the collective responsibility (for full employment) was saddled on individuals who were no more guilty than the rest of us for the lapses from full employment". By the same method of reckoning he found that Canada's record "was slightly worse than that of the United States".

Going on to the question of old age security, the speaker said that by providing pensions for retired workers we recognized "a social responsibility"; but again, he said, "implementation of the principle falls far short of our moral pretensions". He referred to the "magnificent" sum of \$40 monthly not payable "as a matter of right" until after age 70 in Canada. In the United States, he said, the Social Security Act pays pensions to workers retiring at age 65 but even there the primary benefit last year averaged less per month than the earnings of the average manufacturing worker per week, although the benefit levels were substantially higher than in Canada.

In correcting the inadequacies of social security legislation through collective bargaining, we have tried to do so in ways that would benefit not only our own members but all others who are covered by the legislation involved. We have learned to use the collective bargaining process as a tool to achieve legislative objectives.

After consultation with an advisory committee of distinguished experts we determined to conduct our collective bargaining on pensions on a basis that would not undermine but rather would strengthen the drive for increased public pensions.

In pursuance of this policy, he said that the pension agreement negotiated with the Ford Motor Company in 1949 provided for "direct integration", the company-paid pension being applied together with the pension paid under the Social Security Act to make up a certain sum. In this way the larger the amount paid under the Act the less the company's trust fund had to pay.

The result was soon apparent in the substantial raising of the size of public pensions, the speaker said.

He said that auto workers in the United States can now count on receiving from company and public sources together a monthly pension nearly equal to three weeks wages for the average worker prior to his retirement. This he considered a pension "approaching adequacy".

We expect to see similar progress in unemployment insurance benefits now that we have established through collective bargaining the principle of the guaranteed wage or,



as we prefer to call it, guaranteed employment. During the union's drive before negotiation of the agreement, in state after state improved benefits were provided under the unemployment compensation laws.

He thought that the outlook was even more favourable in Canada than in the United States. In nearly all of the states unemployment insurance was paid for entirely by the employers, and tax rates paid by individual employers varied with the amount of benefit drawn by the firm's workers. This tended "to reduce and to some extent to obscure the savings obtainable by the corporations under our agreements through increases in public unemployment insurance benefits".

In Canada, on the other hand, where the workers and the government also bear part of the cost and all employers are taxed at the same rate, there would be obvious and substantial savings to companies operating under guaranteed employment agreements, even making allowance for the possible effect of higher benefits in increasing taxes on payrolls, he asserted.

However, the speaker declared, the unions' real aim was not to win higher benefits "but to promote steady employment week by week throughout the year".

As a result of the savings to be made by doing so, "corporations are intensifying their efforts to level out the peaks and valleys of employment," he said, although he admitted that there was a limit to what an individual company or even an industry can do to stabilize its own operations in the face of instability in the economy as a whole.

Mr. Weinberg expressed confidence that in the United States the motor companies that had established SUB plans would "do much more than they have in the past, both within their own plants and in the national capital, to protect these trust fund reserves from being drained by workers whose layoffs could be avoided". He added that this applied to Canada also.

He pointed out, however, that "our present agreements are not the last word on the subject—they are just beginning". He expected that later negotiations would add to the benefits under these plans in the same way that pensions had been built up from comparatively modest beginnings.

The speaker raised the question whether a thing which was morally sound was of necessity economically sound. He thought that it was, or at any rate should be. He defended such measures as pensions and guaranteed employment plans from both the moral and the economic point of view.

The thought that increased economic security for the individual contributes to increasing security of the economy as a whole

is at least suggested by the fact that the period since we began to pay serious attention to the development of national social security programs has also been one of unparalleled economic progress.

Mr. Weinberg also derided the idea that "you cannot have both security and freedom," asserting that "whether we like it or not we are living today in a closely integrated society and an economy in which social decisions continually affect business." He said that businessmen did not hesitate to ask for government assistance for themselves, and objected to government "interference" only when it hampered them in taking "the maximum profit the market will bear" or when it taxed away part of the businessman's profit "to assist those who do not share his freedom from concern as to how his personal needs are to be met from day to day".

With regard to the cost of social security measures he argued that "the social and economic costs of insecurity are almost invariably even greater". He asserted that if there was any truth in the claim, as he thought there was, that existing social security measures constitute a stabilizing force in our economy which might well have contributed to prevent at least one post-war depression, then the cost of such measures must be weighed against the "immeasurably greater cost of an economic recession".

In conclusion Mr. Weinberg, reverting to his opening proposition, said that the trade unionist had before him in collective bargaining "the concept of man as the purpose of economic activity". The representatives of management, on the other hand, "from the very nature of their function are required to consider man essentially as an instrument". The frequent conflict between the two sides he believed "stems from that basic difference in philosophical concepts".

"Fortunately for the welfare of our economy the trade unionist seems usually to be on the winning side," the speaker said. "We never get all we want—at least in the first round—but every year marks new advances in security that we have won for our members, and I can promise you every year marks new goals that we set for the future."

## Panel Discussion

A panel discussion, led by a representative of labour and a representative of management and under the chairmanship of Dr. G. A. Ferguson, of the McGill Department of Psychology, ended the conference. The discussion leaders were Marcel

Franco, Quebec Federation of Labour, and Dr. W. Harvey Cruickshank, Bell Telephone Company of Canada.

Listening to a discussion on security is something very close to his heart, Mr. Franco said, because a union's purpose is to get security for its members. "Security, it seems to me, is the strongest of human urges of self-preservation. . . . Everyone who is not either in his mother's arms or a moron feels insecure today."

A great deal of insecurity arises from lack of knowledge of what is happening, from the international level down to the personal level, said Mr. Franco. It is better to know what are the facts to be faced and know where we are going. Truth does not make for insecurity, he thought.

To illustrate his point, Mr. Franco said:

What do you think people feel who work in an establishment which will do away with at least half of them? The employees are not supposed to know but they all do. They are wondering from day to day what is going to happen to them and who is going to be let out. I think it might be good to come straight out and say: "We have got to get this machine and some of you will have to go as of such a date and you might as well provide for it now". Instead of having 325 insecure people, they would have 150 who would know they were going to be let out and could make provision for it.

That, said Mr. Franco, is a type of insecurity that we create ourselves within our own society and perhaps we can do something about it.

Referring briefly to the role of the State, Mr. Franco said: "Any government which out of fear of being termed socialistic refuses to provide for the safety, welfare and happiness of its people is not going to remain the government very long."

Another factor making for insecurity Mr. Franco mentioned is arbitrary retirement at the age of 65. A man, he said, earning good wages, maybe \$5,000 a year, is told to go; and drops from \$500 to \$50 a month.

Speaking for management, Dr. W. H. Cruickshank expressed himself somewhat concerned over the extent to which the conference had directed its attention to security in the materialistic sense.

"Security," he said, "implies something in living, in my opinion, that is not subject to crisis." In personal or in national life, through the centuries, material possessions have been more subject to crisis than any other phase of living, he observed.

He would rather equate security to a feeling of happiness, to confidence and the absence of major fear.

In talking, as an industrial physician, to people with problems, said Dr. Cruickshank, he found that most problems of living tend to fall in one of six or seven

areas: finance, sex, philosophy as related to physical and spiritual well-being, social, avocation and vocation.

While leaders of industry and of labour have an obligation to contribute to the security of employed persons, Dr. Cruickshank said he would define security as "happiness which comes through a sense of responsibility, through satisfactions resulting from achievements, from confidence and the absence of major fears".

Mr. Cobourn referred to the feeling of insecurity arising from the introduction of automation. If automation should develop with increasing rapidity, he said, there is a real danger that a substantial number of skilled workers will find there is no longer any market for their particular skills. The only answer, Mr. Franco said, is "integration of large-scale programs of re-education". It is, he said, a matter to which the trade union movement, management and government should give serious consideration.

"I think this is going to be one of our major problems within the foreseeable future," said Mr. Cobourn, "the need for helping workers to acquire new skills when their present skills have become obsolete, and I am quite sure that if we don't tackle the problem we will have a great many workers presenting Dr. Taylor and Dr. Cruickshank with very deep-seated and very justified problems of insecurity."

Asked what concrete proposals are being made by the unions to deal with the problems created by automation, Mr. Franco replied with a reference to the typographical union which, with the introduction of the linotype machine 50 years ago, went along with it and saw to it that the interests of their members were protected.

We all know that in the long run we will all benefit, he said, but right now our concern is with the temporary aspects and what can be done to retrain the worker whose skills are no longer required. These problems the unions are studying, he said, and it can only be done by working hand-in-hand with the company and dealing with them as humanely as possible.

Income security is tremendously important, Dr. Witte reiterated. While security is a much broader matter than just income security, he agreed, "for a very large number of people—not the doctors, not the psychiatrists, not even the college professors—it is of primary consideration. With quite a lot of people in both Canada and the United States, that is the insecurity they are talking about and we have not solved it today."

# 1956 Research Grants Announced

Four universities receive grants under Labour Department-University Research Program for studies in the labour-management relations field by faculty members or graduate students. Grants made now total 26

Research grants to four Canadian universities were authorized last month under the Labour Department-University Research Program. Such grants, for research in the field of labour-management relations, are made by the Department of Labour each spring under the joint research program with the country's universities.

The four universities were: University of Montreal, McGill University, University of Toronto and the University of British Columbia.

The projects approved under the program, which were proposed by members of the staff or graduate students of the four universities, and the persons who will undertake them, are:—

1. A study of the economic interpretation of collective agreements, by Prof. Maurice Bouchard of the Economics Department, University of Montreal.

2. A study of employee relations in the federal Civil Service, by Prof. Saul J. Frankel of the Political Science Department, McGill.

3. A study, particularly from the point of view of indexing, of the LABOUR GAZETTE as a source of material for labour research, by R. Brian Land, graduate student at the Library School, University of Toronto.

4. A comparison and critical annotation of Canadian collective bargaining statutes, by Prof. A. W. R. Carrothers of the University of British Columbia Law Faculty.

The four grants authorized this year bring to 26 the number of studies that have been supported under the program. To date, 14 reports have been completed and forwarded to the joint Labour Department-University Research Committee, on whose recommendations the grants are paid.

The studies for which grants were authorized in 1954 and 1955 were:—

The Courts and the Labour Relations Boards, by Prof. G. McAllister, University of New Brunswick.

Arbitration Board Procedures and Awards in the Province of Quebec, by G. Beausoleil, McGill.

Conciliation Board Techniques in the Province of Ontario as a Means of Settling Industrial Disputes, by A. Porter, University of Toronto.

Settlement of Labour-Management Disputes in the Ontario Textiles Industry, by Mrs. Sheila Eastman, University of Toronto.

Criteria Used in Conciliation Cases in the Canadian Railway Industry (Non-operating Unions), by Prof. Sylvia Wiseman, McGill.

Influence of Background and Social Relations on the Decisions of Conciliators and Arbitrators, by Mrs. Elaine G. Wrong, University of Toronto.

Conciliation in the 1954-55 Ford and Chrysler Negotiations, by Prof. W. G. Phillips, Assumption College.

Conciliation and Arbitration under the Alberta Labour Act, by Prof. G. F. MacDowell, University of Alberta.

Industrial Relations Policies in the Ontario Agricultural Implements Industry, by Mrs. Sheila B. Eastman, University of Toronto.

Studies for which grants were authorized during the period 1951 to 1953 inclusive were listed in the April 1954 LABOUR GAZETTE, page 540.

One study supported by the program has been published as a book, *Municipal Labour Relations in Canada*, by S. J. Frankel and R. C. Pratt.

Another study to which financial support was given is in the process of publication: *State Intervention and Assistance in Collective Bargaining: The Canadian Experience 1943-54*, by Prof. H. A. Logan of the University of Toronto.

A volume edited by Prof. H. D. Woods of McGill, composed of five of the studies dealing with the settlement of industrial disputes in various industries, is also being prepared for distribution.

Preliminary plans are also being made for the circulation of other studies. Summaries of those now in the process of publication will appear in later issues of the LABOUR GAZETTE.



# Industrial Fatalities in Canada during First Quarter of 1956

Deaths from industrial accidents\* decreased by 103 from the previous three-month period. Of the 248 fatalities in the first quarter, the largest number, 48, occurred in manufacturing; 45 in transportation

There were 248<sup>1</sup> industrial fatalities in Canada in the first quarter of 1956, according to the latest reports received by the Department of Labour. This is a decrease of 103 fatalities from the previous quarter, in which 351 were recorded, including 19 in a supplementary list.

During the first quarter there were three accidents that resulted in the deaths of three persons in each case. On January 17, a plane crash in Northern Quebec resulted in the deaths of the pilot, co-pilot and the stewardess. The plane, a commercial airliner, was on a flight between Knob Lake and Seven Islands. In another flying accident on February 13 all three members of the crew were killed when their aircraft crashed shortly after taking-off from a base in the North West Territories. At Huntsville, Ont., three employees of a leather company died on March 31 when overcome by hydrogen sulphide fumes. At the time of the accident the men were removing fluid from an unused tanning vat.

Grouped by industries (see chart, p. 836), the largest number of fatalities, 48, was recorded in manufacturing. These include 17 in wood products, seven in iron and steel and five in each of the food and beverages and transportation equipment groups. In the first quarter last year 66 fatalities were listed in manufacturing, including 17 in wood products, 15 in iron and steel and eight each in paper products and non-metallic mineral products.

In the transportation industry, accidents were responsible for 45 deaths. Of these, 24 were in steam railways, 10 in local and highway transportation and eight in air transportation. During the same period of 1955, 43 deaths were reported: 19 in local and highway transportation, 13 in steam railways and five in water transportation.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

Mining accidents caused the deaths of 45 persons during the quarter, 28 occurring in metalliferous mining, nine in non-metallic mining and eight in coal mining. In the same period last year, 33 fatalities were recorded in this industry. These included 17 in metalliferous mining, 10 in coal mining and six in non-metallic mineral mining.

During the quarter, accidents in the construction industry were responsible for 38 deaths. Of these, 22 occurred in buildings and structures, nine in miscellaneous construction and seven in highway and bridge construction. In January, February and March last year 31 fatalities were recorded, including 13 in buildings and structures and 12 in highway and bridge construction.

Accidents in logging accounted for 36 deaths during the first quarter of 1956, a decrease of 10 from the 46 reported in the same period last year.

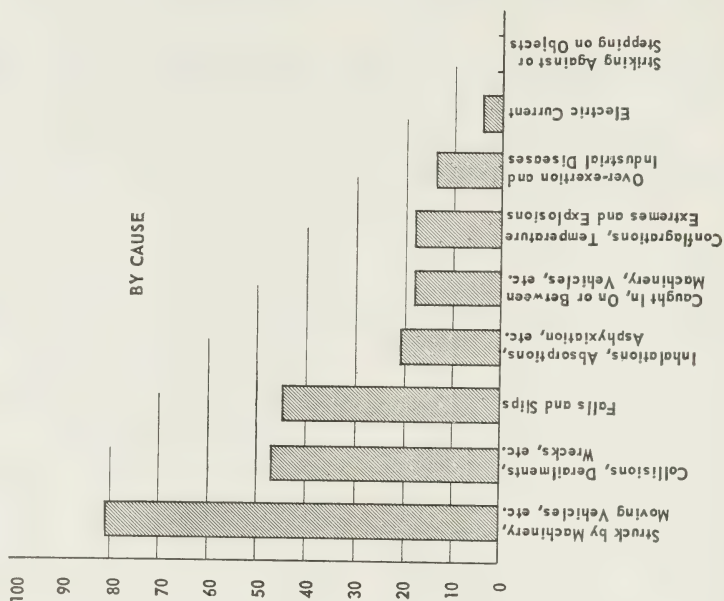
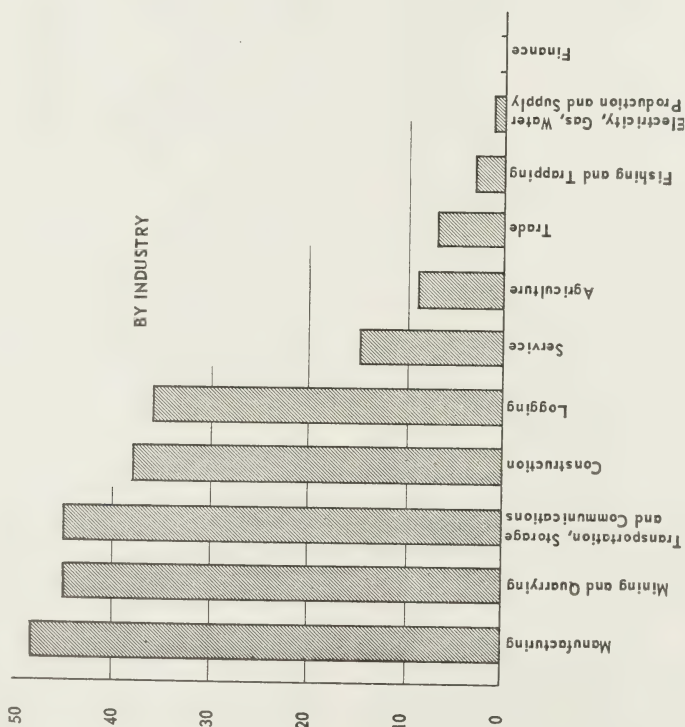
An analysis of the causes (see chart p. 836) of these 248 fatalities shows that 81 (33 per cent) of the victims had been

(Continued on page 869)

\*See Tables H-1 and H-2 at back of book.

<sup>1</sup>The number of industrial fatalities that occurred during the first quarter of 1956 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures as shown include 50 fatalities for which no official reports have been received.

# INDUSTRIAL FATALITIES IN CANADA First Quarter of 1956



## Atlantic Region Rehabilitation Workshop

More than 80 delegates attend, including Provincial Co-ordinators of Rehabilitation Services and representatives of provincial government departments interested in rehabilitation, and of voluntary agencies

More than 80 persons from the four Atlantic provinces, whose work contributes in various ways to the rehabilitation of disabled persons, met in Halifax from June 4 to June 8 in the Atlantic Region Workshop on Rehabilitation, the first meeting of its kind in Canada.

The Workshop was organized co-operatively by the Civilian Rehabilitation Branch of the Department of Labour and by the Provincial Rehabilitation Co-ordinators of Nova Scotia, New Brunswick, Prince Edward Island and Newfoundland.

It brought together municipal, provincial and federal officials working in such fields as public health, welfare, vocational training, workmen's compensation and employment, as well as representatives of hospitals, the medical profession and the private voluntary agencies which serve the handicapped.

The purpose of the workshop was to give these persons, with diverse backgrounds, an insight into each other's work and problems, and to provide them with an opportunity to discuss the techniques and processes of an over-all rehabilitation program, and how they could best co-ordinate their facilities and services in the interest of the disabled.

Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour, outlined the scope and progress of the national rehabilitation program at the opening session of the five-day meeting.

The problem of rehabilitation of the handicapped in Canada is a tremendous one, he said. The Canadian Sickness Survey conducted by the Department of National Health and Welfare in 1951 had shown 957,000 disabled persons in Canada, of whom 423,000 were seriously disabled. There were 236,000 disabled of working age, but only 55,000 were employed and these in most cases only because they had been eligible for help by the Department of Veterans Affairs or provincial Workmen's Compensation Boards, or had been lucky enough to be cared for by one of the voluntary agencies which assist the handicapped.

The Canadian rehabilitation program, he said, grew out of the need for helping all the disabled. The program was designed to fill in the gaps between existing services, and to give all disabled people the services they need.

"Here we are dealing with a segment of humanity which after centuries of neglect, can now, we know, be restored to a much more satisfying place in the community," Mr. Campbell said.

Bruce McKenzie, medical social work consultant, Department of National Health and Welfare, Ottawa, speaking on the social aspects of rehabilitation, said there is no point where social factors are not involved in the problem. As a result, in its broadest sense, rehabilitation means all-out attacks on the social problems of illness and disability; a co-ordinated attack from every angle in order to maintain the individual in a purposeful place in society.

During the week, the regular sessions were given over to panel presentations and discussions of the various steps of the rehabilitation process. The first panel discussed the intake process—the method by which disabled persons are located and brought into the rehabilitation program. Other sessions considered the role of medicine in case finding and assessment, the medical management of disabilities, the vocational aspects of rehabilitation and, finally, the last step in the rehabilitation process, the placement of the disabled in suitable employment. The Workshop also discussed the place of the private voluntary agencies in the program, and the co-ordination of all rehabilitation services at the working level.

Chairmen of workshop panels were: G. W. Crandlemire, Provincial Co-ordinator of Rehabilitation for New Brunswick; F. G. Wellard, Provincial Co-ordinator, Nova Scotia; Brig. W. W. Reid, Provincial Co-ordinator, Prince Edward Island; Walter H. Davis, Provincial Co-ordinator, Newfoundland, and T. A. Fishbourne, Chief Employment Specialist, National Employment Service, Ottawa.

*(Continued on page 889)*



## 50 Years Ago This Month

Shortage of some kinds of labour occurring in summer 1906. Wage increases reported in a number of centres. Mackenzie King achieves settlement of two strikes in Calgary during one visit to that city

A shortage of certain kinds of labour was being felt in various parts of Canada in June 1906. Coal and steel companies in the Maritimes were forced by lack of help to curtail their operations slightly. In Ontario and Quebec farm and railway labourers and domestic servants were very scarce, as also were factory hands in some of the large centres. Ship labourers were reported to be hard to obtain in Quebec and Montreal.

In the Prairie Provinces, railway building and agricultural expansion were giving rise to a demand for labour which even the heavy arrivals of immigrants did not satisfy, and in British Columbia there was a shortage of labourers in railway construction and metal mining.

Increases in wages at a number of places were reported in the *LABOUR GAZETTE* for July 1906. Builders' labourers in Quebec City had their wages increased from 15½-16½ to 18½ cents an hour. Stonecutters at Guelph, Ont., had their wages increased from \$3 to \$3.20 for an 8-hour day. Bricklayers' wages at London, Ont., rose from 40 to 45 cents an hour; and at Calgary stonemasons had their wages increased from 55 to 60 cents an hour, and bricklayers from 55 to 62½ cents an hour, as the result of an agreement reached under the Dominion Conciliation Act on June 12, after a strike which began on May 18.

Wages were raised for coremakers in Toronto from \$2.50 to \$2.75 a day, for hand compositors in Ottawa from \$13 to \$13.50-\$15 a week, and for linotype operators in the same Ottawa establishment from \$15-\$18 to \$15.50-\$19.50 per week.

A special committee recommended increases for labourers employed by the City of Montreal to bring their wages from \$1.50 to \$1.75 a day, while teamsters in the employ of the city were to have their wages raised from \$2.25 to \$2.75 a day.

Ottawa Electric Street Railway employees received an increase of 10 cents a day.

On May 18, 1906, bricklayers and masons employed by several contractors in Calgary went on strike after being refused increases, which they had demanded, of 5 cents an hour for masons and 10 cents for bricklayers.

Early in January the Calgary local of the Stonemasons and Bricklayers' Union had sent a notice to the contractors to the effect that workmen of those trades would expect that in three months' time their wages would be raised from a flat rate of 55 cents an hour to 60 cents for masons and 65 cents for bricklayers.

At the end of the three months a number of contractors began paying the higher rate. About that time, however, a large number of other contractors succeeded in forming the Calgary Builders' Exchange, and on May 4 the secretary of this new organization informed the union that the members of the Exchange after May 15 would continue to pay the masons and bricklayers the 55 cents an hour paid formerly.

Although a few contractors who did not belong to the Exchange began paying the higher rates after May 15, the rest refused to do so, and this led to a strike.

Early in June, at the request of the mayor of Calgary, the federal Deputy Minister of Labour, W. L. Mackenzie King, went to the city to try to settle the dispute.

After a four-hour meeting between the parties, with Mr. King in the chair, a settlement was reached, as a result of which a three-year agreement was signed between the Builders' Exchange and the union granting the masons' demand for 60 cents, and raising the bricklayers' wages to 62½ cents an hour, instead of the 65 cents they had demanded.

The agreement also provided that any dispute which might occur between the parties in future should be submitted to a conciliation board consisting of three members appointed by the exchange and three members appointed by the union. If this board was unable to agree on a settlement, provision was made for the appointment of an arbitrator, whose decision was to be final.

Besides arranging this settlement, during his visit to Calgary Mackenzie King succeeded in settling a strike of members of the Leather Workers' Union employed by the Great West Saddlery Co. and the Calgary Saddlery Co.

# International Labour Organization

## Deputy Minister Presides at Opening of International Labour Conference

Seventy countries represented by 737 delegates and advisers, largest number ever. Despite heavy agenda, two days spent on discussion of McNair Report on workers' freedom from government control

Arthur H. Brown, Deputy Minister of Labour, who is Chairman of the Governing Body of the International Labour Organization, opened the 39th session of the International Labour Conference in Geneva on June 6.

Delegations from 70 countries attended the conference. Delegates totalled 258, comprising 131 government delegates, 63 employer delegates and 64 worker delegates.

There were 479 advisers in attendance: 205 government advisers, 127 employers' advisers and 147 workers' advisers.

The number of delegates and advisers totalled 737, the largest number to attend an ILO conference.

Observer delegations from a number of non-metropolitan territories, from the United Nations and various specialized agencies, and from non-governmental organizations brought to more than 800 the number present at this year's conference.

Labour Minister Mohsein Nasr of Iran was elected President of the 39th session. He received 138 votes to 89 for M. A. Raschid, Minister of Labour, Housing and Commerce of Burma. There was one abstention.

### A. H. Brown

In his opening address, Mr. Brown pointed out that Jordan, Rumania and Spain had recently accepted the obligations of the ILO Constitution, "thus becoming the 71st, 72nd and 73rd members of the ILO". He noted the conference this year had before it applications for membership from Tunisia, the Sudan and Morocco.

Mr. Brown said:

The International Labour Organization, as a world organization, has always welcomed new members from every part of the world. Such enlargements of membership afford both increased support for the work of the organization and the opportunity for enlargement of the scope and area of its effective operation.

Enlargements of membership, however, he said, meant very little in themselves unless the new member states were prepared to give effective support and adherence in matters of both domestic and international policy to the principles set forth in the ILO's Declaration of Philadelphia and to the promotion of practical programs designed to achieve the objectives contained in that Declaration.

"The increasing membership of the ILO," Mr. Brown said, "while widening and strengthening the foundations of our work, has inevitably brought in its train certain problems, particularly relating to the representation of employers and workers."

There had been considerable discussion on these problems during the past few years, he said, both at the conference and in the Governing Body, and the Governing Body had suggested that there might be an exchange of views among delegates at the present session.

The purpose of this, he pointed out, would not be in order to record formal conclusions but that the Governing Body might have some information on the general views of the delegates on the matter.

And, secondly, that the ILO should "get on with the job and so continue, whatever disagreements there may be on questions of a political character which reflect the present tensions and difficulties of the world, to make a solid and substantial contribution to the accomplishment of the purposes" set forth in the constitution and in the Declaration of Philadelphia.

He said the conference had frequently been called upon to discuss certain questions relating to fundamental freedoms and this year it had before it the question of forced labour.

He hoped the conference would "deal with this important question in an appropriate and effective manner".



—J. G. Cadoux, Geneva

**A. H. Brown, Deputy Minister of Labour, is pictured (top row, with earphone) presiding at the opening of 39th International Labour Conference at Geneva. Speaking (bottom row, right) is H. Hauck, French Government Delegate.**

Mr. Brown also outlined the other technical items on the agenda—the living and working conditions of indigenous peoples, weekly rest in commerce and offices, vocational training in agriculture and the welfare facilities for workers, as well as the Director-General's Report.

#### Claude Jodoin

Claude Jodoin, President of the Canadian Labour Congress, Canadian Worker Delegate to the conference, pointed out in his address that one of the first objectives of Canada's new labour congress would be the attainment of a comprehensive program of health care.

He referred also to labour legislation in Canada and expressed belief in the need for a larger measure of uniformity across the country; the CLC, working with the various provincial federations, he said, hoped eventually to assist in bringing about a national labour code.

With reference to compulsory arbitration Mr. Jodoin said:

There is one aspect of labour legislation on which our position is very clear and will remain clear. There has recently been speculation on the possibility of compulsory

arbitration being imposed on one group of our brothers and sisters. Freedom to bargain collectively in a normal manner is essential to the democracy of which we are so justifiably proud. Those who face the threat of losing this right may be assured that the Canadian Labour Congress stands solidly behind them. This is a matter of principle. We are completely opposed to compulsory arbitration and we will use every effort in our command to prevent anyone being deprived of the right to strike.

Noting the Director-General's report on social problems of adjustment to technological change, Mr. Jodoin said although production was at record levels in Canada there was serious unemployment in certain areas and certain industries. "Although there were some improvements in that field in comparison with last year, the effects of automation are just beginning to be felt," he declared.

"We feel confident," he said, "that automation can make a very great contribution towards an increased standard of living; but it can also bring suffering and disaster to some individuals. Our organization must remain alert to this danger and be prepared to work co-operatively with management and government to avert such unfortunate results."

#### Eight Resolutions

In addition to the items on the agenda, eight resolutions were submitted to the conference. They were:—

A resolution concerning automation, submitted by the worker delegates of Cuba, Denmark, the Federal Republic of Germany, Israel, Mexico, Switzerland, the United Kingdom and the United States.

Two resolutions concerning the reduction of hours of work, submitted respectively by the worker delegates of the Soviet Union and of Czechoslovakia.

A resolution concerning measures to widen the exchange among countries of experience in the field of work and rest of the workers and to contribute to mutual acquaintance with the conditions of life, work and rest of the workers, submitted by the worker delegate of the Soviet Union.

A resolution concerning the abolition of discrimination based on sex in the field of remuneration, submitted by the government delegates of the Ukraine.

A resolution concerning the review of ILO activities, submitted by the employer delegates of the United States, Ireland and Sweden.

A resolution concerning the stopping of the armaments race, reduction of military expenditure and reversion of the resources thus released to the needs of developing



peaceful industry and improving the living conditions of the population, submitted by the government delegates of the Soviet Union.

A resolution concerning the application of international conventions to non-metropolitan territories, submitted by the government delegates of Poland.

### Seating of Soviet Employers

The conference decided to permit employer delegates of the Soviet Union and its satellites to sit in the technical committees of the conference as deputy members. The majority of the employers' group had not nominated to the committees the employer representatives of Byelorussia, Bulgaria, Hungary, Poland, Rumania, Czechoslovakia and the Ukraine, as well as the USSR.

The vote was 120 for, 45 against, with 36 abstentions. The Canadian Government Delegates voted for, the Employer Delegate against, and the Worker Delegate abstained. The conference took this decision on the recommendation of its selection (steering) committee following protests from the Eastern European employers at their exclusion.

Henri Hauck, of France, Chairman of the steering committee, told the conference that the decision proposed was a provisional one in accordance with precedents established during the last two years and also at the European regional conference of the ILO.

Canadian Employer Delegate W. A. Campbell took part in the discussion. Mr. Campbell recalled that he had spoken on the matter at last year's conference (L.G., Aug. 1955, p. 942). He endorsed the statements made then and said:

On the very point now under discussion, a year ago the free employers charged that the Russian employers were not free from government domination. This claim is supported further since then by the fact that at that time there were four government speakers and only one employers' speaker from those countries. Of these the chief delegate of the Iron Curtain group... referred to the employers' freedom to run a plant. Neither the employers' delegates nor anyone else in the group dared to make any statement on this. We are not surprised at this; we expect it. It is, however, another fact supporting the position of the free employers, and the statements made so far from this rostrum this afternoon by the Iron Curtain employers have not altered this statement in any way.

We free employers recognize that each country must choose its own way in which to operate, and this point was emphasized many times last year, but we say that the way chosen by the "stainless steel" curtain countries—and for that term all you need

do is to refer to No. 6 of the Provisional Record of last year, page 30; they are the words of one of the Russian representatives—is not within the scope or spirit of the operations of the ILO.

The objections taken by the free employers must be revised, as Mr. Bergenstrom (Employer Delegate, Sweden) has stated, and this problem placed squarely before the conference until it is properly solved.

There can be no compromise on this matter, for the many reasons you have already heard stated by the free employers, and I hope that they will be duly considered by all those taking part in the vote today.

The conference also approved the selection committee's recommendation that the Yugoslav employer delegate be allowed to sit on one of the technical committees as a technical expert without power to vote. The voting, by show of hands, was 100 to 37, with 20 abstentions.

The conference earlier had turned down a Polish government amendment asking that Eastern European employers be seated on the technical committees as full members. The voting on this was 41 for, 113 against, with 51 abstentions. The Canadian Government and Employer Delegates voted against the amendment; the Worker Delegate abstained.

### Employers', Workers' Freedom

Despite a heavy schedule of important technical items, the conference took two days for an "exchange of views" on the question of the freedom of employers' and workers' organizations from government domination and control.

Government, worker and employer delegates took the rostrum to discuss a report prepared by a three-man independent committee appointed by Director-General David A. Morse at the request of the Governing Body and headed by Lord McNair, former President of the International Court of Justice.

The committee had submitted its thousand-page report to the Governing Body last March. The Governing Body decided it needed time to consider the voluminous document and postponed consideration until November. In the meantime, it asked for an "exchange of views" on the question on the floor of the conference (L.G., May, p. 535).

#### A. H. Brown

Opening the discussion, Arthur H. Brown, Canadian Government Delegate and Chairman of the ILO Governing Body, hoped the "time of the conference would not be taken up by speakers in traversing the ground which has been covered and fought over in preceding sessions of the conference, but rather in giving us the benefit

Prisons behind the Iron Curtain must be emptied of men and women confined for activities on behalf of workers' rights if forced labour is to be effectively eliminated, the Labor Committee to Release Imprisoned Trade Unionists and Democratic Socialists has declared in a resolution passed last month and forwarded to the International Labour Office.

The resolution pointed out that "vast numbers of trade unionists and other spokesmen for workers' rights have been condemned to penal servitude for civic activities which can be construed as crimes under the loose administrative codes of certain states".

It concluded that these people must be freed as "a necessary first step towards implementation of any Forced Labour Convention".

The Labor Committee to Release Imprisoned Trade Unionists and Democratic Socialists is comprised of prominent trade union and political figures from all over the world.

of your thinking as to the principles" involved and in making constructive suggestions for the satisfactory solution of the difficulties.

The McNair Committee, Mr. Brown said, had received a remarkable measure of co-operation from governments; and no fewer than 65 governments had co-operated in the inquiry.

Mr. Brown stated there were two points he wished to emphasize.

The first is that until the present controversy arose, no question was raised in any quarter concerning the principle of the universality of the ILO—the principle was reaffirmed unanimously by both the conference and the Governing Body on many occasions, as is indicated in the report.

Secondly, the Governing Body, in the preamble to the resolution passed in March 1955 providing for the establishment of the McNair Committee, unanimously agreed that the maintenance of the tripartite system of representation is essential to the effective functioning of the organization.

The problem on which the Governing Body seeks your advice is the manner in which these two fundamental principles are to be reconciled.

The McNair report, Mr. Brown pointed out, had served to bring out clearly the wide diversities existing between the economic systems at present in existence in member states of the ILO and the extent of government participation in the economic activities of their countries.

"I think we must accept as an axiomatic fact that in all countries employers' and workers' organizations are subject to some measure of control under the general laws of the State," Mr. Brown declared. "But what is our concern in our efforts to promote effective implementation of the principles and objectives of this organization is that these measures should not be of the nature which withhold the right to organize or to carry on the legitimate activities inherent in the nature of management and worker organizations, or the freedom to develop and express publicly at home or in the activities of this organization their views on matters which are of interest or concern to them."

The Canadian delegate added:

It would be a relatively simple matter for this conference, if content to be guided solely by the views of some, to eliminate all employer and worker delegates who do not meet with the standards set by their respective conference groups. But I do believe that governments of most member states would find such a course of action unacceptable, and I suggest to you that the ultimate result which might reasonably follow from such action would be the reduction of the membership of this organization to a limited select group of countries. This would mean, of course, a reduced scope and area for the effective operation of the organization, a result which all of us would regret.

The alternative result flowing from such action might be the transformation of this organization into a purely intergovernmental organization. I do not believe that any of us would wish for a transformation of this nature because of the appreciation we have of the peculiar appropriateness and capacity of our tripartite structure.

### W. A. Campbell

W. A. Campbell, Canadian Employer Delegate, recognized the right of the Eastern European countries to choose their own forms of government but, he said, now that they are back in the ILO, "they should accept what they find and give it a chance to work".



### The Canadian delegation to the 39th International Labour Conference at Geneva

Seated (left to right): W. A. Campbell, employer delegate; Miss Edith Lorentsen, government adviser; Paul Goulet, government delegate; A. H. Brown, head of delegation and government delegate; Miss V. I. Milks, stenographer; and Claude Jodoin, worker delegate. Standing (left to right): A. H. Balch, worker adviser; M. G. Clark, government adviser; H. T. Pammatt, secretary to the delegation; M. P. Fitzpatrick, worker adviser; W. M. Baker, employer adviser; H. L. Ladd, worker adviser; C. E. Shumaker and J. M. Soules, employer advisers; A. W. Crawford, government adviser; W. G. Scott, employer adviser; John Mainwaring, government adviser; Gérard Picard, worker adviser; H. W. Macdonnell, employer adviser; Richard Courtney, worker adviser; and Lt.-Col. Eric Acland, government adviser.







He referred to a number of limitations which he felt the McNair Committee had had to work under in the preparation of its report.

He said:

If, however, the Committee had been free and had had the time to visit the various countries—and I refer specifically now to the countries in the Russian bloc—they might still not have got the full answer to the questions that they were asking because I am aware of the experience of some who have recently visited Russia, that there is still limited access to the cities and even when in the cities there is the feeling of being under constant surveillance.

The report is, I think, as we expected; it only goes so far.... It omits the aspect completely of the Communist Party control of government, employers and workers. That is a difficult problem but it has not been inserted and I know the Governing Body will bear it in mind in their considerations.

There is another position taken by several workers whom I know. They will not visit Russia until the trade union movement in Russia is free. Now, you have heard many statements by the Iron Curtain representatives that they have complete freedom, so, being very conservative on the statement, I might say that even yet it cannot be denied that at least the question is open to doubt, and yet the barriers are closed for any real, substantial investigation. These are some of the subsidiary facts in the McNair report to be considered and we would caution the Governing Body that all the facts in the report that they review must be carefully considered and, where appropriate, weighed against the background I have just mentioned.

There has been some discussion with respect to the doctrine of universality. I think perhaps it is open to some question. All it takes is one country either making application for membership in the ILO but not being willing to abide by the constitution and therefore not continuing to press its application, or the situation where a country would not apply it because it did not agree to abide by the constitution of the ILO. In either case, the doctrine of universality is dealt a blow, and to the extent that the conference and the ILO might try to aim at that as an ideal, it gets hit fairly hard.

So that leaves the other aspect that possibly comes into play, namely the tripartite structure. That obviously is more tangible and more obtainable. We have had it for 37 years, and one of the main bases of it, as we have heard many times, is that each party is free of the other; that the government does not nominate either of the other two; that each group, employers and workers, choose their own representatives. The report indicates that this is not so in the Russian sectors and, as we have said before, we can probably have no objection to this. They also have the right, and it is recognized, to choose their own form of government, their own method of operation, but when approaching the ILO they must work through the channels that have been provided and, as free employers have said many times, those channels are government channels. This may or may not involve a change in the voting system of the ILO. I

think possibly not; this is not the time for that discussion but it might be considered later. All I say on this point is that I believe the Russian group, who took part in the conference as members of the ILO for a short time in the 30's, are now back and that they should accept what they find and give it a chance to work.

We must make haste with due consideration of all the facts because they are not easy to unscramble. So we say that the sooner a solution is found the better, and that while the problem is not an easy one it must be worked on until properly solved.

### **United States Government Delegate**

The United States Government Delegate, David W. Wainhouse, said:

The original question remains: How can the participation of Communist employer and worker representatives be reconciled with the traditional practices of the International Labour Organization?

The crucial issue is the extent to which employer and worker representatives are free of their own governments to determine their own policies and actions, as for example, in voting in the International Labour Organization.

Mr. Wainhouse said that in the Communist countries the usual functions of employers' organizations "are in fact indistinguishable from the various functions of the Communist governments".

As for workers' organizations, he declared, they "do not represent and defend the interests of the working class as trade unions do in non-Communist countries. A 'mechanism of transmission' is far different from the vital, dynamic, self-generating and independently active force represented by non-Communist worker delegates to the International Labour Organization."

### **United Kingdom Employer Delegate**

Sir Richard Snedden, United Kingdom Employer Delegate, said it was "the considered views of British employers" that the McNair report must have convinced anyone who did not know it perfectly well already that the ILO is no longer a tripartite organization. There were several delegations at the conference, he said, whose employers and workers were completely bound to their governments.

In these countries, the tripartism, of which we used to be so proud, is now a mere optical illusion.

This organization must at the Governing Body in November and in the conference make a clear choice between two quite incompatible doctrines. The first is the tripartite doctrine, which has in the past been the pride and strength of this organization. The second doctrine is that of universality.

The choice must be soon made, and so far as the British employers are concerned they will throw their whole weight in favour

of restoring the tripartite structure. We never have accepted, do not and never shall accept the doctrine of universality in its undiluted form.

He felt there were five possible courses of action before the ILO.

The first was to do nothing at all. The second was to change the constitution; this, in his view, must be done. The Constitution should be amended "so as to provide that in countries where employers' and workers' representatives cannot be appointed by organizations which were genuinely free from government domination and control, then employers' and workers' representatives should not be appointed at all".

The third course was to amend the standing orders of the conference.

The fourth course was a "free" ILO. "It may well be that ultimately the only real solution is for the free countries to withdraw from the present set-up and establish an ILO of their own." He did not suggest that this course be taken immediately but if the ILO "will not face up to the facts now it is a course which may have to be taken very soon".

The fifth course was "to abolish the ILO as we have known it for 37 years and to transform it into a purely intergovernmental organization". So far as the "free employers" were concerned, he stated, they would reject such a proposal.

### **Soviet Employer Delegate**

Georgii Surguchev, USSR Employer Delegate, said in any international organization, including the ILO, it is possible to discuss the advantage and disadvantages of any given economic system "but it is necessary to base oneself on the unquestionable fact that the system exists and functions".

The experience of undertakings in the Soviet Union and the People's Democracies was "extremely valuable and can bring a very great contribution to the activity of the ILO".

The directors of socialist undertakings were fully responsible for the production and running of the undertakings and every undertaking was endowed with a juridical personality. He explained in detail the fundamental duties of these directors.

"An active participation by the leaders of industry in the socialist countries in the work of the employers' group would help to make use of this experience, just as the study of the experience obtained in other countries in the sphere of organizing production would help to improve economic

development in other countries of the world," Mr. Surguchev declared.

The tripartite structure, he said, was necessary and should be retained.

### **United States Employer Delegate**

United States Employer Delegate Charles H. Smith said that while the McNair report revealed little that was not known before, it was valuable to the extent that it contained documented information which could be considered authoritative.

Its most valuable contribution was to point up the dilemma of the ILO in dealing with the problems of today with an instrument formulated in 1919. This dilemma was reflected in the report itself.

"To maintain the fiction of employers in Communistic countries, the majority of the McNair Committee hinged its report on two so-called basic principles," Mr. Smith declared. They were: (1) universality, and (2) freedom and independence within the organization of the employers' and workers' representatives.

The Committee implied, Mr. Smith said, that these two principles were inseparable, while, in fact, they are "absolutely incompatible". The ILO would have to move in either one direction or the other, he said.

Mr. Smith said:

When the Governing Body takes up this problem in November, I urge that the incompatibility of universality and the tripartite character of this organization be given full recognition. This is a matter of grave concern to all of the free employers of the ILO and, as I have said before, they will never accept willingly government officials forced into their ranks, diluting their voting strength and eliminating equality from the ILO tripartite system.

### **Indian Employer Delegate**

Naval H. Tata, Employer Delegate from India, said "it is a pity that the discussion of this issue has deteriorated into an attempt to outlaw certain member states rather than rectify the situation under which the annual masquerade of governmental nominees as employers and workers is perpetrated under the guise of inviolable doctrine of universality.

"Our decisions at this conference," he said, "emerge as a result of counting votes based on tripartite activity. As a result, the entire mechanics of this system become vitiated when certain member states, through governmental domination, not only vote on the governmental ticket but also on the employers' and workers' tickets.

"Any decision so reached is a contaminated piece of legislation and is a mockery and travesty of tripartism which cannot be tolerated."

Mr. Tata proposed that the credentials committee be empowered to grant a challenged delegate status as an observer, without the right to vote. Such a delegate, he said, should be able to invite a fact-finding mission to his country from the International Organization of Employers or the International Confederation of Free Trade Unions, as the most representative international employers' and workers' organizations.

#### **Employer Delegate, The Netherlands**

A. G. Fennema, Employer Delegate from The Netherlands, agreed that it was impossible to reconcile the principles of universality and freedom of association. Universality, he said, is "a fairy tale".

He thought one of the "basic mistakes" the ILO had made was to give the "admission right to the ILO to all countries admitted to the United Nations".

#### **World Federation of Trade Unions**

In a document distributed to the delegates, the World Federation of Trade Unions said that the McNair report revealed serious infringements of trade union rights affecting a great number of workers.

The WFTU called for the improvement of ILO conventions presently in force in the field of trade union rights and for more effective assistance to workers and trade union organizations suffering infringement of their rights.

It urged consultation between international trade union organizations to consider an appeals and enforcement procedure to protect trade union rights that should be more rapid and effective than the procedure now in force.

#### **International Confederation of Free Trade Unions**

J. H. Oldenbroek, General Secretary of the International Confederation of Free Trade Unions, said the free trade union movement was primarily responsible for setting up the ILO.

We believed then and we believe today that the future of the ILO and of its work depends on its tripartite character.

Therefore, all the new countries which come into the organization and the old ones which are already in it where freedom of association does not exist have got to introduce it.

In the ILO, we want representatives of labour who are free, free to act against their own governments if necessary, and free to vote as the situation demands.

Mr. Oldenbroek said freedom of association should be made a condition of ILO membership.

#### **Soviet Government Delegate**

Soviet Government Delegate Amazasp Arutiunian said "it was no secret to anybody that when the ILO was set up its members were only the capitalist countries".

The world has changed, he said, and the problem now was to find a harmonization between the principles of universality and the tripartite structure so as to ensure the successful working of the ILO.

There should be freedom to disagree even within the groups. No one had a monopoly of thinking. Governments differed in their opinions and so might workers and employers. Co-operation between different systems within the ILO was both possible and desirable.

#### **Irish Employer Delegate**

Irish Employer Delegate John J. O'Brien, declaring that he was not proposing exclusion of certain countries, said:—

"We are discussing solely the question of accrediting people who are dominated and controlled by government, as free representatives of workers and employers.

"Anybody who likes can come into the employers' group as an employer provided he can prove that he is non-government and that he is not subject to government domination and control."

#### **United Kingdom Government Delegate**

Sir Guildhaume Myrddin-Evans, United Kingdom Government Delegate, said the McNair report had made it completely clear that one could not amend the ILO constitution "to hit at some countries without hitting at other countries as well".

He could not agree that the two principles of universality and tripartism were irreconcilable.

"These doctrines or forms or structures are merely instruments, just like the constitution of the ILO, for forwarding the purposes of the International Labour Organization," Sir Guildhaume declared.

If these forms or instruments—whether you are referring to the constitution or to the conception of tripartism as it existed for 35 years, or to the conception of universality—are no longer appropriate to the changing circumstances of the day, then surely it is those instruments which have to be changed and re-fashioned and not the purposes of the organization itself.

No one, he said, had tried to define universality or tripartism.

There were at least three elements in tripartism. Firstly, that employers and workers had their own peculiar contribution to make to the work of the ILO;



secondly, that they were entitled to vote individually; and thirdly, it was intended to have a nicely balanced strength as between representatives of employers and workers.

Some of those things had changed, the United Kingdom delegate declared.

We have moved from a world which was almost entirely a world of private enterprise into a world which now consists of a substantial extent of state-owned, state-controlled and state-run enterprise.

But surely, and this is said by the McNair Committee, the representatives of management can still make their contribution to the problems with which we have to deal even though the contribution of the representatives of those people coming from the states, or indeed from the industries, where the industry is owned or controlled by the state, differs from the contribution which would be made by the general body of employers coming from other countries.

Sir Guildhaume said everybody was agreed that worker and employer delegates should vote freely, but added:

I would like to ask the Conference this question. Is it not possible that 35 years of development of the group system in the ILO, with its rigid discipline and its insistence that, generally speaking, members of the groups should vote according to the general desire of the groups—that that development is also in conflict with this particular provision of the constitution?

He felt it was indisputable that the balance between the employers' and workers' representatives as it existed in 1919 in the ILO had been destroyed. Government, worker and employer delegates of certain countries now voted in a bloc and generally it was the government delegates who decided which way they should vote.

With regards to universality, Sir Guildhaume said everyone was agreed that "people everywhere are entitled to the benefits of the objectives of the ILO, not only the people living in states which are mainly free enterprise states".

### New ILO Members

The 39th session admitted three new members to the ILO: Tunisia, the Sudan and Morocco, bringing the ILO's total membership to 76. The admission of the three newly independent countries was by a unanimous vote of the conference.

Membership in the ILO of countries previously admitted to the United Nations becomes effective when they accept the obligations of the ILO Constitution, and no vote is needed.

---

## Fifth Session of the ILO Building, Civil Engineering and Public Works Committee

Resolutions are adopted on safety in the construction industry and on relationship between national housing programs and full employment

Safety in the construction industry and the provision of technical assistance to promote it, especially in the under-developed countries, was one of the two main subjects considered at the fifth session of the Building, Civil Engineering and Public Works Committee\* of the International Labour Organization held in Geneva from May 14 to 26, 1956.

The second question deliberated on by the Committee was the social importance of the relationship between national housing programs and full employment.

Government, worker and employer delegates from 20 countries participated in the session. The countries attending were: Argentina, Australia, Austria, Belgium, Canada, Chile, Denmark, Egypt, France, Federal Republic of Germany, India, Israel, Italy, Japan, Mexico, The Netherlands, Sweden, Switzerland, United Kingdom, United States. The Soviet Union was represented by a tripartite delegation of observers.

### Safety in Construction Industry

Exposure to the weather, high turnover of labour, and the temporary nature from the construction point of view of the places where the work is carried on were mentioned in a report placed before the Committee as features which increased the

---

\*One of the ILO's Industrial Committees inaugurated in 1945 to deal with the particular problems of some of the most important international industries.



—Urs G. Arni, Geneva

**The Canadian delegation to the Fifth Session of the ILO Building, Civil Engineering and Public Works Committee (l. to r.): Omer Chevalier, worker delegate; Raymond Brunet and J. M. Soules, employer delegates; Harry Colnett, worker delegate; and Gil Schonning and J. L. MacDougall, Department of Labour, Government delegates.**

risks, and the difficulty of applying safety measures, and which did not exist in most other industries.

Certain means which might be taken to reduce risks in the industry were outlined in the report. Architects and designing engineers could contribute to a reduction of accidents by bearing in mind when drawing up plans not only the safety of construction workers, but also that of maintenance men. They could also help, the report said, by familiarizing themselves with safety rules and legislation and the practical details of safe working practices in construction operations, and by drawing these things to the attention of their clients.

Designers and manufacturers of construction machinery should bear in mind the safety of the operators. "With the progressive mechanization of industry, accidents may be expected to increase, particularly in under-developed countries where the scope for further mechanization is generally the greatest. While a large proportion of such accidents may be attributed to insufficient training of construction workers, some of them have been due to faults in the equipment itself," the report pointed out.

Training seemed to offer the most promising means of reducing the number

of accidents, the report said. "The majority of fatal accidents on construction sites are due to lack of realization of the consequences of apparently harmless acts," it remarked.

Undue hurry on the job was a common cause of accidents, the report declared. It also suggested that clauses should be included in collective agreements to protect workers from being penalized for refusing to work under unsafe conditions.

Arising out of this report prepared by officials of the ILO, a lengthy resolution was unanimously passed by the Committee. It declared that: "All practicable steps with a view to ensuring the highest degree of safety for workers in the construction industry in all countries should be taken through all available and appropriate agencies."

The steps suggested included the following:—

Safety to be given due importance in all vocational training schemes.

Safety officers with necessary powers to be appointed and joint safety committees to be established. Workers should be able to put forward safety suggestions without fear of jeopardising their employment.

First aid equipment and staff to be provided.

Inquiries into causes of accidents to be conducted by competent and qualified persons.

Accident statistics to be compiled and disseminated in the industry.

Relevant legislation to be effectively enforced.

Adequate safety rules and standards regarding the manufacture and operation of machinery and equipment to be prescribed; such machinery and equipment should be regularly inspected and maintained.

Attention was drawn to fatigue arising from excessively long hours as a factor increasing the risk of accidents.

The resolution asked the ILO Governing Body to request governments and workers' and employers' organizations to take steps to emphasize the need for safety consciousness and publicize the steps suggested in the resolution.

It also recommended extension of the scope of the Safety Provisions (Building) Convention of 1937 to the whole construction industry.

The resolution then asked the International Labour Office to expand and improve its collection and dissemination of accident statistics and to promote the encouragement of safe work methods.

Another resolution unanimously adopted suggested that the Office broaden its activities in training and education in safety in the industry.

## Housing Programs and Full Employment

There is no country in the world today, not even the most favourably situated, which is not confronted with a workers' housing problem of national importance. And this is true for countries where the population is adequately fed and clothed and where productivity and national income are kept at a high level, according to a report, "National Housing and Full Employment," prepared by officials of the ILO for the Committee.

Wars, large-scale population movements to cities, natural disasters and high rates of population growth were given as main causes of this situation. Another important cause was stated to be "the fact that the house-building industry has experienced less cost reduction as a result of the industrial revolution than perhaps has any other industry catering to the basic needs of workers".

In some countries the production of building materials has not kept pace with the needs of the construction industry, the report stated. Other handicaps suffered by

the industry were shortage of skilled manpower, technicians and supervisors, instability of employment and seasonal unemployment, and sometimes credit restrictions.

While hours of work in the construction industry has decreased in Canada, The Netherlands and the United States, they had increased in France, the Federal Republic of Germany, the Saar, Switzerland and the United Kingdom, the report said.

After a study of the report had been made, the Committee passed, with a fair degree of unanimity, in view of the acrimonious debate that occurred, a resolution that read in part as follows:

1. The solution of housing problems is to be found in well-planned, continuing and regular building activity which takes into account—

- (a) the existing housing shortage, clearly and objectively determined, in order that each family may be accommodated in a decent dwelling as soon as possible;
- (b) current and future needs, based on predictable fluctuations in total population and in the composition of households;
- (c) the number of dwellings which need to be replaced because they are sub-standard or because they can no longer be used owing to town planning needs or owing to conversion to non-residential use;
- (d) the need to preserve the mobility of labour and to combat unemployment by building dwellings near centres of production or in places easily accessible thereto.

2. In order to increase housing construction in the various countries, it is essential to avoid an atmosphere unfavourable to investment by private persons or by private institutions in the building of dwellings.

3. The standard and amount of housing to be built vary according to the standard of living and resources in each country. The standard of accommodation and its cost to the occupant should be in accordance with his requirements and resources, without endangering general living standards and particularly the living standard of low-income groups.

4. If the level of employment in general is such that the construction of a sufficient number of dwellings is threatened because manpower and building materials are used in increasing proportion in other sectors of the construction industry, building activity, other than housing, industrial building and projects of national or public importance, should be limited by postponing investment in less important types of construction.

5. In order to maintain a high rate of housing construction and to ensure an adequate supply of dwellings at reasonable rentals in accordance with the general level of wages, the amount of financial aid for new dwellings should always be adjusted in line with changes in the rate of interest payable on the loans necessary to construct them.



6. Adequate town and country planning and a reasonable land policy are most desirable for the realization of housing programs and the ensuring of continuous full employment.

7. In the less developed countries and in countries suffering from large-scale unemployment or underemployment, simultaneously with the construction of industrial and other installations provision should be made for workers' housing projects....

8. It would be desirable to create, in those countries where they do not as yet exist, housing bodies under the auspices of the competent public authorities in order to try to solve the problem of housing and to achieve full employment in the construction industry.

### Other Resolutions

A number of other resolutions adopted by the Committee included one urging the Governing Body to place the question of shorter working hours on the agenda for the next session of the Committee, and one which invited the Governing Body to put on the agenda of the next session the question of the conditions of employment of workers employed by construction contractors who supply labour only, as distinct from other services normally provided by contractors in the industry. It was also suggested that the ILO should undertake studies of this matter on the spot in several of the less industrialized countries.

Other subjects suggested to the Governing Body for the agenda of the sixth session were: the effects of mechanization in the construction industry; welfare facilities; living and working conditions of young workers; and international labour mobility in the construction industry. With special reference to the less industrialized countries, vocational training and the living and working conditions of employees in the industry were also mentioned.

### Canadian Delegation

The Canadian delegation to the session was made up as follows:—

*Government Delegates:* J. L. MacDougall, Secretary, Canada Labour Relations Board, and Gil Schonning, Economics and Research Branch, both of the Department of Labour.

*Employer Delegates:* Raymond Brunet, Director and Past-president of the Canadian Construction Association, Hull, Que., and J. M. Soules, Director, Canadian Construction Association, Toronto.

*Worker Delegates:* Harry Colnett, General Organizer, Brotherhood of Painters, Decorators and Paperhangers of America (CLC), Toronto, and Omer Chevalier, Treasurer, National Federation of Building and Construction Materials Trades (CCCL), Quebec.

---

## 6<sup>th</sup> Session, Coal Mines Committee

Attention called to desirability of establishing national fuel policy that takes into account part played by coal industry in the national economy. Resolutions passed on safety, manpower, vocational training

The place of coal in the world economy was stressed by government, worker and employer delegates of 16 coal-producing countries at the sixth session of the International Labour Organization's Coal Mines Committee in Istanbul, Turkey. A Canadian delegation attended the meeting.

In a resolution adopted unanimously, the meeting asked the ILO Governing Body to draw the attention of governments to:—

(1) The social consequences arising from fuel and power consumption trends, and

(2) The desirability of establishing national fuel and labour policies that take into account the part to be played by the coal industry in the national economy and that would ensure the most efficient utilization of solid fuels.

The Committee said it was convinced of the desirability of promoting a stable level of employment in the industry in all the coal-producing countries, and called attention to the social consequences which the substitution for coal of other forms of fuel and energy, including atomic energy, may have on the lives of the mine workers.

The Committee adopted three other resolutions suggesting measures to improve industrial safety in coal mines, to retain manpower and facilitate recruitment, and to harmonize methods and programs for vocational training of workers and supervisors.

The first resolution stated that improvement of safety was of primary importance because of the human suffering and also the material loss that accidents inflict on miners, the industry and the national economy.

Such an improvement requires the mobilization of the joint efforts of employers, workers and governments.

An inspection service with sufficient and properly trained personnel should be set up by the public authorities to check on the strict application of safety measures by employers and workers.

A special service composed of qualified representatives chosen by the management should be set up in each mine to supervise safety and health conditions permanently at workplaces.

The resolution also underlined the importance of joint advisory safety committees, good vocational training, creating of safety consciousness and the need to reduce fatigue. It says:

As the risk of accidents is increased by the effects of fatigue it would be advisable to take into consideration every suitable measure to reduce the effort required by miners.

It would be advisable, where justified, that the extension of mechanization and of the use of equipment designed to lighten work and to help increase production be encouraged.

The resolution also mentioned the importance of fixing tasks after consultation with workers, so as not to cause exceptional fatigue, the need for transportation from pit bottom and workplace, decent housing, social services, and special measures to protect older workers from being exposed to risks through fatigue.

The resolution on recruitment stated that the demand for coal can be expected to be maintained or to expand further despite the competition of other sources of energy.

In addition, it recalled measures already suggested to retain manpower and facilitate the recruitment of new workers, to improve the standing of coal mines as an occupation, and to insure wages at rates which will provide an income as attractive as income in industry generally.

The Committee also recommended that young men be offered a career in coal mining that would have real opportunities of promotion.

The resolution on vocational training stated that an effort should be made to develop and harmonize methods and programs for vocational training of workers and supervisors. Methods of training could be improved, it states, by organizing courses abroad for vocational training instructors. Also, training programs would be improved if they were sufficiently flexible in order to be easily adapted to the progress made in mechanization and modernization of mining techniques. Other provisions of the resolution concern wages of trainees and training of skilled workers.

The Canadian delegation comprised:—

*Government Delegate:* R. E. Anderson, Deputy Minister, Nova Scotia Department of Labour, Halifax.

*Employer Delegates:* N. T. Avard, President, Joggins Coal Company Limited, Amherst, N.S.; and David G. Burchell, General Manager, Bras d'Or Coal Company Ltd., Bras d'Or, N.S.

*Worker Delegates:* Dan Radford, Regional Director, Canadian Congress of Labour, Vancouver; and Don Nicholson, General Representative, Canadian Congress of Labour, Stellarton, N.S.

---

## ILO Seminar Discusses Vocational Training

Ways of developing vocational training in Europe to meet the demands of technological advances as well as the needs of increasing numbers of young people entering the employment market were discussed recently by representatives of 11 European countries at the International Labour Organization's headquarters in Geneva.


The seminar was organized jointly by the Organization for European Economic Co-operation, the European Productivity Agency and the ILO.

The conference agreed that the future needs of Europe would require improve-

ment of vocational training facilities both as regards the numbers trained and types of training given. They also saw possibilities of fruitful collaboration between European countries in the solution of the problem.

The conference outlined a number of items such as vocational guidance, psychological testing, training methods, ways of attracting good teachers and instructors, etc., as needing further attention.

The conference stressed the need for continuing exchanges of information on vocational training at the international level.



# TEAMWORK in INDUSTRY

Joint consultation helps to keep Canada's atomic energy program rolling in high gear at the large and complex atomic energy "community" at Chalk River, Ont. More than 2,000 scientific, technical, skilled and operational employees work together to produce and develop products of the atomic age.

Management (The Atomic Energy of Canada Ltd.) and labour (represented by the Atomic Energy Allied Council) have used joint consultation mainly as a two-way communication channel. The need for such a channel becomes apparent when it is realized that there are nine individual craft unions representing the employees.

There are actually two co-operative committees at AECL. The larger committee is made up of one labour member from each of the nine unions, plus one representing the Allied Council, and an equal number of management representatives. The second, The Management Association Committee, is made up of technical employees, represented by the American Federation of Technical Engineers, and management.

The system of joint consultation at the project has been custom made to suit the particular needs and circumstances found there. It is hoped to gradually expand the committee's scope as needed. At present the work of the committee centres around the recognition "that co-operation between the company and the employees is indispensable to the accomplishment of the public purposes for which the committee has been established. This committee shall give consideration to matters such as the elimination of waste in construction and production; the conservation of materials; the promotion of education and training in the plant; safeguarding of health; the prevention of hazards to life and property; the betterment of employment conditions; and matters affecting employee welfare."

\* \* \*

"Operation Safety Week", a joint labour-management-government promotion, designed to focus attention on the need for maximum safety in the British Columbia forest products industry, has been declared a success. During the week of May 7-11, various programs were carried out under the direction of the Joint Committee,

Forest Products Safety Week. This committee is a "voluntary labour-management-government organization united by mutual consent in a common effort to promote the elimination of accidents, to foster safer working conditions in the forest products industries in British Columbia."

The committee has three specific aims:—

1. To promote an industry-wide safety week.

2. To demonstrate that accidents can be prevented by means of sincere interest and determined action.

3. To permanently establish a higher standard of accident prevention performance in the industry.

The Safety Week just completed has been called the most successful of the six held to date. Only 16 accidents were reported in the industry during the week, none fatal, and none considered to be dangerously serious. During the week, all accidents in the forest products industry were reduced by almost 80 per cent from the expected weekly rate.

Sharing the Safety Week effort with the various industry groups were the International Woodworkers of America, the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and the Shingle Weavers' Union. Major contributions were made by the Workmen's Compensation Board, the Labour-Management Co-operation Service, Forest Industrial Relations Limited, the St. John's Ambulance Association and the British Columbia Industrial First Aid Attendants' Association.

\* \* \*

Joint consultation and co-operation are proving effective at the Windsor, Ont., plant of the Rinsed-Mason Company of Canada Ltd. Speaking of the committee, Vice-President and General Manager Newell P. Beckwith said: "We feel that it has fostered teamwork, promoted a friendly spirit of co-operation and mutual understanding, and greatly improved relations between labour and management. We are very happy to endorse and support this movement which in the past year has shown itself a very great asset to our organization."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.



# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Board met for one day during May. It issued three certificates designating bargaining agents, and refused one request for review of an earlier decision. During the month, the Board allowed the withdrawal of two applications for certification and received ten applications for certification.

### Applications for Certification Granted

1. International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local Union No. 338, on behalf of a unit of employees of Brett-Young Seeds Ltd., employed in the company's seed plant at Winnipeg, Man. (L.G., May, p. 540).

2. National Association of Marine Engineers of Canada Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers employed by Branch Lines Limited, Sorel, Que., aboard the vessels *Cedarbranch*, *Elmbranch*, *Firbranch*, *Sprucebranch*, and *Willowbranch* (L.G., June, p. 683).

3. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed by F. M. Yorke and Son Limited, Vancouver, at the barge slip, Great Northern Dock, Foot of Campbell Ave., Vancouver, in the loading and unloading of railway cars to and from barges (L.G., June, p. 683).

### Request for Review of Board's Decision Refused

The Board refused the request of the Seafarers' International Union of North America, Canadian District, for review of the Board's decisions certifying the Canadian Brotherhood of Railway Employees and Other Transport Workers as the bargaining agent for a unit of unlicensed personnel employed by the Canadian National Railways aboard the MV *Bluenose* operated by the company in its ferry service between Yarmouth, N.S., and Bar Harbour, Maine, and rejecting the application of the Seafarers' International Union of North America, Canadian District, on behalf of the same unit of employees (L.G., June, p. 683).

### Applications for Certification Withdrawn

1. National Association of Broadcast Employees and Technicians, applicant, and Western Ontario Broadcasting Company Limited (Station CKLW), Windsor, Ont., respondent (L.G., June, p. 683).

2. Northern Freightways Employees' Association, applicant, and Northern Freightways Limited, Dawson Creek, B.C., respondent (*see below*).

### Applications for Certification Received

1. Northern Freightways Employees' Association, on behalf of a unit of employees employed by Northern Freightways Limited, Dawson Creek, B.C. (Investigating Officer: G. R. Currie). (The application was withdrawn later in the month.)

2. International Association of Machinists, Local 876, on behalf of a unit of maintenance and service employees employed by Pacific Western Airlines Limited, Vancouver, B.C. (Investigating Officer: G. R. Currie).

3. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine and electrical engineer officers employed aboard vessels operated by The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (Investigating Officer: F. J. Ainsborough).

4. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine and electrical engineer officers employed aboard vessels operated by Algoma Steamships Limited, Sault Ste. Marie, Ont. (Investigating Officer: F. J. Ainsborough).

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed at Hamilton by Eastern Canada Stevedoring Company Limited, Toronto, Ont. (Investigating Officer: F. J. Ainsborough).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

6. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of longshoremen employed at Hamilton by Hamilton Shipping Company Limited, Hamilton, Ont. (Investigating Officer: F. J. Ainsborough).

7. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of longshoremen employed at Hamilton by Cullen Stevedoring Company Limited, Toronto, Ont. (Investigating Officer: F. J. Ainsborough).

8. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of longshoremen employed at Hamilton by Caledon

Forwarding Company Limited, Toronto, Ont. (Investigating Officer: F. J. Ainsborough).

9. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of longshoremen employed at Hamilton by Yorkwood Shipping Company Limited, Hamilton, Ont. (Investigating Officer: F. J. Ainsborough).

10. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Warehousemen and Miscellaneous Drivers Local 419, on behalf of a unit of employees of Hill the Mover (Canada) Limited, Toronto, Ont., operating out of Ottawa (Investigating Officer: H. Perkins).

---

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During May, the Minister appointed conciliation officers to deal with the following disputes:—

1. Newfoundland Employers' Association Limited (General Cargo Operators), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor).

2. Saguenay Terminals Limited, Port Alfred, and National Syndicate of Longshoremen of Ha! Ha! Bay, Inc. (Conciliation Officer: R. Trépanier).

3. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (TV Studio Watchmen) (Conciliation Officers: Bernard Wilson and G. R. Carroll).

### Settlements Reported by Conciliation Officers

1. Canada Steamship Lines Limited, Montreal (freight handlers, coopers, checkers, etc.), Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier) (L.G., June, p. 684).

2. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (TV Studio Watchmen) (Conciliation Officers: Bernard Wilson and G. R. Carroll) (*see above*).

3. Newfoundland Employers' Association Limited (Newfoundland Coal Company Limited) and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (L.G., June, p. 684).

4. Canadian National Railways (Port Mann and Okanagan Lake Barge and Ferry Service) and Canadian National Steamships and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie) (L.G., June, p. 684).

5. Trans-Canada Air Lines and Canadian Air Line Flight Attendants' Association (Conciliation Officer: R. Trépanier) (L.G., June, p. 684).

### Conciliation Board Appointed

1. Canadian National Railways (Atlantic, Central and Western Regions, including the Newfoundland District) and Brotherhood of Locomotive Firemen and Engineers. (This dispute was in the first instance referred to a Conciliation Board and not to a Conciliation Officer.)

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with matters in dispute between the Canadian Pacific Railway Company (dining, cafe, and buffet car employees) and the Brotherhood of Railroad Trainmen (L.G., May, p. 541) was fully constituted in May with the appointment of His Honour Judge J. C. Reynolds, Kingston, Ont., as Chairman. Judge Reynolds was appointed by the Minister to replace His Honour Judge Walter Little, whom he had previously appointed as Chairman. The other two members of the Board are H. B. Bell, QC, Toronto, and J. Allen Carr, Vancouver, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in April to deal with matters in dispute between the Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions), including the Quebec Central Railway and the Dominion Atlantic Railway, and the Brotherhood of Locomotive Firemen and Enginemen (L.C., June, p. 684) was fully constituted in May with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister in the absence of a joint recommendation from the other two members, Emmett M. Hall, QC, Saskatoon, and the Hon. Arthur W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the companies and union respectively.

3. The Board of Conciliation and Investigation established in April to deal with matters in dispute between the Canadian National Railways and Brotherhood of Railroad Trainmen ( (1) Yardmasters and assistant yardmasters, Atlantic, Central and Western Regions, except yardmasters on former Canadian Government Railways south of the St. Lawrence River; (2) Yardmasters, former Canadian Government Railways south of the St. Lawrence River, yard foremen, helpers and switchtenders, Atlantic and Central Regions combined yard service; (3) Conductors, assistant conductors, train baggagemen and trainmen, Atlantic and Central Regions; (4) Express messengers on Newfoundland Division, Atlantic Region; (5) Conductors, Western Region; (6) Baggage men, flagmen

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



and trainmen, Western Region; (7) Freight Handlers, LCL Service, Western Region; (8) Yard foremen, helpers and switchtenders, Western Region) (L.G., June, p. 684) was fully constituted in May with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister in the absence of a joint recommendation from the other two members, J. Brendan O'Connor, Montreal, and the Hon. Arthur W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the company and union respectively.

4. The Board of Conciliation and Investigation established in May to deal with matters in dispute between the Canadian Pacific Railway Company and Brotherhood of Railroad Trainmen ( (1) Yardmasters, Eastern, Prairie and Pacific Regions; (2) Yard foremen, helpers, switchtenders and car retarder operators, Eastern Region; (3) Conductors, baggagemen and brakemen, Eastern Region; (4) Conductors, baggagemen and trainmen, Prairie and Pacific Regions; (5) Yard foremen, helpers and switchtenders, Pacific and Prairie Regions) (L.G., June, p. 685) was fully constituted in May with the appointment of His Honour Judge J. C. Reynolds, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister in the absence of a joint recommendation from the other two members, John Wm. Long, QC, Montreal, and the Hon. Arthur W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the company and union respectively.

5. The Board of Conciliation and Investigation established in May to deal with matters in dispute between the Canadian National Railways (Atlantic, Central and Western Regions including the Newfoundland District) and Brotherhood of Locomotive Firemen and Enginemen (*see above*) was fully constituted in May with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister in the absence of a joint recommendation from the other two members, Phillip F. Vineberg, Montreal, and the Hon. Arthur W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the company and union respectively.

### Reports Received during Month

1. Abitibi Power and Paper Company, Limited, Toronto, and Seafarers' International Union of North America, Canadian

District (L.G., Jan., p. 77). The text of the report is reproduced below.

2. Holden Sand and Gravel, Limited, Toronto, and Seafarers' International Union of North America, Canadian District (L.G., June, p. 685). The text of the report is reproduced below.

### Settlements Following Board Procedure

1. Abitibi Power and Paper Company, Limited, Toronto, and Seafarers' International Union of North America, Canadian District (*see above*).

2. Holden Sand and Gravel, Limited, Toronto, and Seafarers' International Union of North America, Canadian District (*see above*).

3. Shipping Federation of British Columbia (industrial first aid attendants), Vancouver, B.C., and International Longshoremen's and Warehousemen's Union, Local 501 (L.G., June, p. 686).

4. Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; and Algoma Central and Hudson Bay Railway (non-operating employees) and joint negotiating committee representing a number of international and national railway labour organizations (L.G., June, p. 686).

### Settlements before Boards Dealt with Case

1. Association of Lake Carriers, Port Colborne, Ont. (Canada Steamship Lines Limited; Upper Lakes and St. Lawrence Transportation Company Limited; N. M. Paterson & Sons Limited; Colonial Steamships Limited; Misener Holdings Limited; Hall Corporation of Canada Limited; Norris Transportation Company Limited; Mohawk Navigation Company; and Beaconsfield Steamships Limited) and National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District) (L.G., May, p. 542).

2. Association of Lake Carriers, Port Colborne, Ont. (Canada Steamship Lines Limited, N. M. Paterson & Sons Limited; Colonial Steamships Limited and Hall Corporation of Canada Limited) and Canadian Merchant Service Guild, Inc. (L.G., May, p. 542).

### Settlement Following Appointment of Industrial Inquiry Commission

1. Association of Lake Carriers (Canada Steamship Lines Limited; Colonial Steamships Limited; N. M. Paterson & Sons

Limited; Upper Lakes and St. Lawrence Transportation Company Limited; Hall Corporation of Canada Limited; Mohawk Navigation Company Limited; and

Beaconsfield Steamships Limited) and Seafarers' International Union of North America, Canadian District (L.G., June, p. 686)

## Report of Board in Dispute between

**Abitibi Power and Paper Company, Limited**

**and**

**Seafarers' International Union of North America**

HON. MILTON F. GREGG, VC  
Minister of Labour of Canada  
Ottawa, Canada

SIR:

The Board of Conciliation appointed by you in the above matter begs to report that it was successful in its efforts to induce a direct settlement between the parties of the differences between them arising out of abortive negotiations (begun last year) for a first collective agreement. The terms of settlement, duly signed by the authorized representatives of the parties and by the undersigned on behalf of the Board, are annexed hereto.

While the Board was fully constituted in December 1955, and held its first sitting on January 13, 1956, it adjourned the hearings for a protracted period to enable the parties to deal with each other directly because its exploratory consideration of the matters in dispute convinced it that this would be the most effective course to adopt. When hearings resumed in April 1956, the parties had made substantial progress towards a complete settlement. About that time, however, the Union had reached a settlement with another employer and it appeared feasible to suggest this settlement for adoption in this case. The Company gave the proposal earnest consideration, and after explanatory talks before this Board, the terms of settlement already referred to were endorsed.

During May, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Abitibi Power and Paper Company, Limited, Toronto, and the Seafarers' International Union of North America.

The Board was under the chairmanship of Prof. Bora Laskin, Toronto, who was appointed by the Minister in the absence of a joint recommendation from the other two members, J. E. Sedgwick, QC, Toronto, and Louis B. Daniels, Montreal, nominees of the company and union respectively.

The text of the report is reproduced here.

The Board wishes to express its appreciation of the courteous and frank presentations it heard from Messrs. L. J. McLaughlin and J. Scott, who appeared for the Union along with Messrs. R. Curd and F. Galway, and from Messrs. R. V. Hicks and W. J. Whittaker, counsel, and Messrs. G. C. Sharpe and R. C. Carter, who appeared for the Company along with Messrs. N. T. MacLaggan and E. E. Grainger.

All of which is respectfully submitted.

(Sgd.) BORA LASKIN,  
*Chairman.*

(Sgd.) J. E. SEDGWICK,  
*Member.*

(Sgd.) LOUIS B. DANIELS,  
*Member.*

Dated at Toronto this 25th day of April, 1956.

### **Memorandum of Terms of Settlement between the Abitibi Power and Paper Company Limited, Ontario and the Seafarers' International Union of North America, Canadian District.**

April 16, 1956.

It is agreed between the Company and the Union that the following shall be put into effect immediately, or as soon as possible.

1—The wages and working conditions as set forth in the Labour Contract between Canada Steamship Lines and the Sea-

farers' International Union will be put into effect on the vessels of the Company and made retroactive for the entire 1955 (Nineteen Hundred and Fifty-five) season from fit-out to and including lay-up.

2—Every week-end during the 1955 season as outlined above will be paid in accordance with Section 26 of the agreement.

This week-end overtime will compensate for all retroactive overtime.

3—The welfare payments as outlined in the agreement will be paid to the administrator of the Canadian Lake Carriers and Seafarers' Welfare Plan as soon as possible.

4—For the 1956 season Clause 26c will be changed as follows:—

Clause 26c to read—

For the purpose of this agreement between the hours of 6:00 p.m. and 6:00 a.m. all ratings shall perform only navigational duties. Navigational duties shall not include chipping, scaling, scraping, painting, scrubbing, or any other maintenance work.

5—The vacation clause in the existing Canada Steamship Lines Agreement shall be changed to read:—

Every employee covered by this agreement shall receive two weeks vacation for each navigation season payable on a *pro rata* basis at the time an employee severs his employment with the Company. It is understood that for the 1955 season those employees that did not complete six months with the Company will not receive vacation money.

6—It is agreed between the Company and the Union that the Company will incorporate the same improvements in wages and working conditions which result from the present negotiations between the Canadian Lake Carriers Association and the Seafarers' International Union. The effective dates to be the same as those incorporated in the agreement covering the Lake Carriers Association vessels for the 1956 season.

*For the Company*

(Sgd.) C. B. DAVIS,  
*Vice-President.*

(Sgd.) G. SHARPE,  
*Personnel Representative.*

*For the Union*

(Sgd.) HAL. C. BANKS,  
*International Vice-President  
and Canadian Director.*

(Sgd.) LEONARD J. McLAUGHLIN,  
*Secretary-Treasurer.*

*For the Board of Conciliation  
and Investigation*

(Sgd.) BORA LASKIN,  
*Chairman of the Board.*

## Report of Board in Dispute between

Holden Sand and Gravel, Limited

and

Seafarers' International Union of North America

During May, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and Holden Sand and Gravel, Limited, Toronto.

The Board was under the Chairmanship of Prof. C. H. Curtis, Kingston, Ont., who was appointed by the Minister in the absence of a joint recommendation from the other two members, W. J. Whittaker, Toronto, and C. A. Gravenor, Montreal, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Whittaker. The minority report was submitted by Mr. Gravenor.

The texts of the majority and minority reports are reproduced here.

To the HON. MILTON F. GREGG, VC  
Minister of Labour  
Ottawa, Ontario

SIR:

The Board of Conciliation which you established to deal with the above dispute begs to report as follows:—

The Board, consisting of Messrs. C. H. Curtis, W. J. Whittaker and C. A. Gravenor, chairman, company's nominee and union's nominee respectively, met the representatives of the parties in Toronto on April 23, 1956, and heard their submissions and their arguments. At this hearing the union was represented by Mr. L. J. McLaughlin, secretary-treasurer, and the company was represented by Mr. D. W. Falconer, counsel, and Mr. J. N. D. Holden, president.

The union is the certified bargaining agent of some eleven men who are the unlicensed personnel employed on the company's sandsucker dredge *Niagara*. This dispute arises while the parties are negotiating their first collective agreement.



In general, the union's position is that the company should accept the provisions of the collective agreement presently in effect between the Seafarers' International Union and Canadian Steamship Lines Limited, an agreement which presumably sets out the wages, hours and working conditions which are "standard" on ships sailing the Great Lakes. Furthermore, the union proposes that the company put the wages and working conditions set out in that agreement into effect retroactively "for the entire 1955 season from fit-out to and including lay-up"; that every week-end during the 1955 season be paid for as the agreement provides; that the welfare payments provided in the agreement be paid for the year 1955 to the administrator of the Canadian Lake Carriers and Seafarers' Welfare plan. The union proposes, too, that Clause 26c of the agreement referred to be accepted in an amended form to read:

For the purpose of this agreement between the hours of 6:00 p.m. and 6:00 a.m. all ratings shall perform only navigational duties. Navigational duties shall not include chipping, scaling, scraping, painting, scrubbing, or any other maintenance work.

And the union proposes that the provisions regarding vacations shall read:

Every employee covered by this agreement shall receive two weeks vacation for each navigation season payable on a *pro rata* basis at the time an employee severs his employment with the Company. It is understood that for the 1955 season those employees that did not complete six months with the Company will not receive vacation money.

Finally the union asks the company to agree to incorporate into its agreement with the union "the same improvements in wages and working conditions which result from the present negotiations between Canadian Lake Carriers' Association and the Seafarers' International Union".

The union supports its demands in particular with the argument that this company should pay the same rates of wages and observe the same hours of work and conditions of employment as the company which competes with it. This latter company, the union contends, has been employing the unlicensed personnel on its sandsucker on the terms and under the conditions that prevail in general on the ships in the Great Lakes which are under contract with the Seafarers' International Union. Furthermore, the union contends, the proposals which it outlines conform with this principle of meeting the going rate, for they set out the terms and conditions necessary to bring this company's operations up to the standard and maintain it at that level throughout the 1956 season. The union contends that some

operators have already accepted its proposals and it submits the "Memorandum of Terms of Settlement between the St. Charles Transportation Company Limited, Quebec," as evidence of this fact.

In general, the company's position is that the terms of the so-called "standard" agreement are not all acceptable to it, while the retroactive features and the modifications of that agreement set out in the memorandum of agreement between the union and St. Charles Transportation Company Limited are completely unacceptable.

The company submits that it has been operating its sandsucker at a loss and that the prospects of a successful season in 1956 are so unpromising that a large run of poor weather would completely drive it out of business. Under the circumstances, the company contends, its financial position makes it impossible to meet the costs which the union's proposals would create.

The company maintains that its operations are not comparable with shipping on the Great Lakes, that its unlicensed personnel are not all really sailors and that there is no good reason why its employees should work under the same terms and conditions that prevail on ships sailing the lakes. Furthermore, it insists that its undertaking is not really comparable with that of the other company operating a sandsucker, for the latter vessel is much larger and therefore more efficient than the *Niagara*.

The Board finds that the principal matters in issue are wages, hours of work, vacation pay, union security, welfare plan and longshore work. The company takes exception, too, to the inclusion in an agreement of articles dealing with room and meal allowances, passenger vessels and duties of oilers, all of which, it contends, are not relevant.

It seems to the Board that the agreement, dated September 29, 1953, between Canada Steamship Lines Limited and Seafarers' International Union, with certain modifications that are described below, should be accepted by the parties as a fair and reasonable settlement of their differences under the circumstances. The modifications which the Board recommends are as follows:—

1. The omission of Article 3 entitled Maintenance of Membership.
2. The inclusion of a notation in Article 9 stating that section (a) will not apply in the 1956 season.
3. The omission of the provisions dealing with room and meal allowances, passenger vessels, and duties of oilers (Articles 19, 25 and 28).

4. The deletion from the schedule of wages, Article 24, of all data except the basic wages of the particular classifications of unlicensed personnel actually employed on the *Niagara*. And the addition to the schedule of the classification wheelman-deckhand with a rate appropriate in relation to the rate for deckhand.

5. The amendment of Article 26, Hours of Work, to provide that its provisions be effective from January 1, 1956.

6. The amendment of Article 30, Longshore Work by the Crew, by the addition of a definition of Longshore work.

7. The deletion of sections (c) and (d) of Article 31 as inapplicable.

8. The amendment of Article 35, Welfare Plan, giving the company the option, if it sees fit, of providing benefits costing 20 cents per man per day through some agency other than the Canadian Lake Carriers and Seafarers' Welfare Plan, a plan in whose administration the company, unlike the Lake Carriers, does not participate.

The Board recommends that the parties adopt these modified provisions and the remaining provisions of the above-noted agreement without amendment for the period which they have defined in their own draft proposals, Article 36, namely, January 1, 1956, to December 31, 1956.

Mr. Whittaker concurs in all these recommendations except the one regarding union security. He would recommend the omission of Article 4 as well as Article 3, for it involves either compulsory membership in the union or compulsory payment of dues to the union.

All of which is respectfully submitted this 14th day of May, 1956.

(Sgd.) C. H. CURTIS,

*Chairman.*

(Sgd.) W. J. WHITTAKER,

*Member.*

#### MINORITY REPORT

As a member of the Conciliation Board appointed to hear the above dispute, having now concluded its investigations, I have the honour to submit the following report:—

#### Recommendations

In considering the case of the Company vs. the Union, the statements of the parties have been taken as fact without verification. Evidence considered included "Exhibit 1," being the form of agreement submitted by the Union and contained thereon the previous basis of agreement unofficially agreed to by the company, all as forwarded from the Department of Labour; "Exhibit 2," being a financial statement tendered by the company as

representing the financial condition of its operation; "Exhibit 3," being a statement presented by the legal counsel for the company setting forth the revised company attitude as compared to its previous tentative agreement, plus two forms of contracts submitted by the Union and titled "The St. Charles agreement", and the "Lake Carriers Agreement".

Verbal statements were heard from the attorney representing the Company, questions were answered briefly by Mr. Holden, and verbal submissions were made to some length, and extensive questions were answered in some detail by L. McLaughlin, representing the Union.

Study and examination has been given this information and exhibits by the undersigned, and further reference made to the federal labour code and the agreement with Lake Carriers.

#### Points of Agreement

The points of agreement covered included Articles 1, 2, 5, 6, 7, 8, 11, 12, 14, 15, 16, 18, 20, 21, 22, 23, 27, 29, 32, 33, 34 and 35. It appeared that an agreement could be readily reached, including some expressed concessions from the union, on Articles 4, 9, 13, 17, 31, 19, 25 and 28.

However, Article 4 under Employment, specifically paragraphs 2 and 3 under "a" were specifically withdrawn from the agreement altered the points of agreement in the Exhibit one.

#### No Agreement and Rejection

The company made its position apparent by complete rejection of Articles 3, 30 and 35, along with no agreement on Articles 10, 24 and 26.

#### Area of Difference

Therefore the area of difference would appear to concern Employment, Wages, Vacation pay, Hours of work, maintenance of membership, and longshore work by the crew and also participation in the welfare plan.

#### Welfare Plan

The company expressed willingness to contribute to Blue Cross provided there was no wage increase, but indicated its lack of willingness to contribute to the Blue Cross if there was a wage increase of any amount, and declined to contribute to the Lake Carriers-SIU Welfare Fund under any circumstances. Investigation indicates that the Lake Carriers-SIU Welfare Fund is designed to give more benefits to the seafaring man and cost relatively less than Blue Cross, and that the fund is founded on a substantial basis and is designed for the peculiar requirements of the seafaring

man; therefore, it was concluded that the decision of the company to reject the SIU Lake Carriers Welfare plan benefits for its employees was not in the interests of either company or employees. Therefore, the proposal of the company would be recommended against, and that of the union sustained.

#### *Longshore Work by Crew*

The Union clarified this point and mutual agreement seemed to be indicated.

#### *Maintenance of Membership*

After agreeing as outlined in the company section of Exhibit "1" and arriving at a previous understanding to accept the hiring hall and National Selective Service as source of employees, the company "changed its mind" and decided that it would reserve the right to hire its own men either union or non-union. This was a move away from previously agreed ground.

The company put forward that the men required aboard the Sandsucker *Niagara* must be of superior ability to operate the sandsucker and the drills, to determine the quality and quantity of the sand, and other duties of a specialized nature, and at the same time claiming that seafaring men of this superior type would be required to accept lower wages. It would appear that combined with the argument of lower wages than the prevailing union wage the demand to seek specialized or higher calibre seafaring men for these specialized jobs was an argument that defeated itself and was unrealistic.

It would appear to be a contrived argument to alter the "bargaining position" and as the "change of mind" was away from the basis of agreement, while any changes by the union were closer to agreement this point was felt to be of clear indication.

The company representatives indicated that they were adamant in their opposition to maintenance of membership.

The representative of the union when questioned in detail stated that maintenance of membership was justified because:—

(a) The ship is certified by the Federal Government as SIU.

(b) All sandsuckers now operating in Eastern Canada have been and are still certified by the SIU.

(c) The sandsucker operating in and around the City of Toronto and area has during the entire existence of the SIU been continuously and still is certified as SIU.

(d) Over 35 of the crew members serving on the crew of the *Niagara* during the 1955 season were members of the SIU. In view of the fact that the crew of non-licensed personnel is 11 this fact speaks for itself.

(e) Agreements of an identical nature have been concluded with other similar companies rendering similar service.

(f) The SIU hiring hall has available the largest number of trained and competent seafaring men.

(g) The Lake Carriers and other ships operating on the Great Lakes to the extent of over 90 per cent of a size comparable to the *Niagara* under Canadian registry have SIU membership and certification.

In view of these facts the attitude of the company in rejecting recognition of membership was rejected, and the union claim requiring maintenance of membership and recognition was upheld.

#### *Wages, Vacation Pay, Hours of Work*

Under the disagreement of wages, vacation pay and hours of work, the Union showed willingness to conciliate and reduce their wage claims so that the differential between the present wage scale and the proposed scale worked out to about \$16 per month for each deckhand, and varying amounts for other non-licensed personnel depending on their prevailing rate of wages.

On retroactive payments the Union estimated that on welfare payments about \$100 would be due by the company, and on retroactive vacation claims, in view of the turnover of personnel, and certain sums paid in vacation allowances, the sum due would be about \$100 for the year 1955.

These sums did not seem to be large and should not be a basis of disagreement.

However, the company stated in Exhibit "3" bluntly, it must be stated that the wage scale as submitted by the Union is completely impossible and unrealistic and would drive the company out of business. The company submits that no increase in wages as presently paid can be made or considered.

As this is a definite, emphatic statement the reasons for it have been sought.

The Company has submitted to the study of the board, without perusal by the union representatives, of what is represented as the "financial secrets of the company".

Because this financial statement is the entire defence of the company for its unwillingness to agree to any revision of the wage scales it requires full and complete study.

The company represents itself to be an independent company incorporated "for the sole purpose of owning and operating the dredge". This statement would apparently be true because the company is technically, legally and corporately a separate entity, and no statement was made by the company in its brief other than owning and operating, and no reference made to selling



of the sand or the product thereof which is apparently not done by the company but by some other company.

Although the company represents itself as being "independent" the financial statement contains an item of \$139 for rent, has no provisions for the normal functions of a company such as the salaries of secretaries, commissions to salesmen, bills for postage, stationery, transportation and similar normal expenses of operating an "independent" company.

Therefore, if there are no such expenses there is no independent operation, and if there is no independent operation not only are the expenses but of necessity the revenues are subject to the control of other interests.

In questioning the company representatives they did not deny that they are "controlled" or "owned" by other interests. Therefore, from evidence apparent in the financial statement it would appear that the Holden Sand and Gravel Company is actually either a department of another company, or is a subsidiary of another company providing them with the office space, staff, expenses, and other facilities. The absence of any sales expenses would indicate that payments were not made for selling, and therefore the company could not claim to be conducting sales efforts in the normal sense of business functions.

A further study of the financial statement indicated that depreciation at the rate of about 13 per cent was being charged off, and that the depreciation for 1954 was approximately \$29,000 and for 1955 \$35,000 and this would seem to be substantially excessive as the life of such a craft could be conservatively estimated to be on the Great Lakes for at least 30 years, and for that reason depreciation of 3 per cent would be more in order.

Furthermore, based on the figures provided by the company the "sales" of sand to the amount of \$160,000 would not indicate what would be expected.

Based on figures provided by the company their effective working days during the year are 273 less an average of 45 off for bad weather, or a net of 228 working days. The Company states that they would gross \$4,500 each four days, and in view of this the total payroll in 228 days would be \$4,500 x 57 or \$256,500.

Working from their own figures it would appear that with full allowances for 45 days of bad weather (which was about 38 in 1955 season, I am informed) their gross would be \$256,000 while the actual gross reported on their financial statement was \$160,000 in sales a difference of \$96,000 based on their own figures.

Apparently it could not have been that there was no demand or sale for the additional sand because apparently no sales efforts are charged to the company and therefore it is safe to assume that the company had no paid sales effort to obtain the full revenue possible from efficient operation and sales.

Therefore summing up Exhibit 11 as evidence that the company is independent and cannot pay union wages, it would appear that the financial statement instead of maintaining this allegation actually indicates that the company is a subsidiary of a major company, no sales effort is being conducted by the company in the ordinary sales sense, and full revenue is not being obtained from operations.

The financial statement reveals:—

(a) The Company is not an operating company in the complete sense of the word but a subsidiary without regular operational functions of office staff and other control.

(b) The expenses of normal functions are either being paid or controlled by other interests, or both.

(c) It is therefore reasonable to assume that if the expenses are being paid, controlled or both by other interests, then the revenue is subject to the same control of other interests.

(d) Other facts in the statement are open to question either the efficiency, price, or production of the company as stated above, and including such factors as depreciation and other claims.

(e) Despite questioning the company representatives did not claim that they were actually an independent company, and did not decline any presumption that they are actually a functioning unit of a larger and more profitable enterprise.

Therefore, the plea that the company would "go out of business" if asked to pay the union wage scale is not supported by the financial statement, but rejected by some facts revealed, and only a study of the financial situation of the sponsoring company would provide the truth in connection with ability of the presumed subsidiary to pay.

The financial statement as submitted is therefore rejected as evidence or justification of the financial position of the company in regard to its ability to pay, but is rather interpreted as revealing an ability to increase revenue and therefore to pay a substantially higher rate if required.

The Union in its claims concerning the wages, vacation pay, hours of work has not only made clear its willingness to conciliate but has made it apparent that other companies previously operating in the area

have always been able to pay the wage scale, and other substantiating evidence which would indicate that their claims are valid.

### Conclusion

The recommendation of this officer is to recommend further conciliation on the matter of longshore work by the crew, and other minor points which it would appear can be adjusted by discussion.

However, on the matter of employment, wages, vacation pay, hours of work, main-

tenance of membership and participation in the welfare plan, this officer would recommend and support the claims of the union and reject wholly and entirely the claims of the company in connection with these points of disagreement.

This officer therefore finds in favour of the Union on these points of disagreement or no agreement.

Respectfully submitted.

(Sgd.) COLIN A. GRAVENOR,  
Member.

---

## Canadian Railway Board of Adjustment Releases Decisions in Eight Disputes

The Canadian Railway Board of Adjustment No. 1 has released its decisions in eight cases, two heard December 13, 1955, three heard March 13, 1956, and three on May 8, 1956.

One case concerned the claim of a locomotive fireman for extra pay for a run in which an engine was tied up between terminals; a second, the action of the company in removing the baggagemen from a passenger train and requiring the conductor to handle baggage, mail, express and milk; a third, the claim of an engineer who was required to double over a portion of a train before being relieved in arriving at a terminal; the fourth, the claim of a locomotive engineer that he had been underpaid for inspection time; the fifth, the manner in which engineers were entitled to claim terminal time at Montreal; the sixth, a claim for pay for time a fireman was tied up at completion of work train service; the seventh, claims for pay for two conductors called to work twice in the same day, both of which calls were cancelled; and the eighth, the sending out of a yard crew on a wrecking detail when two main line crews were available.

The contention of the employees was sustained in the first, fourth and seventh cases; partially sustained in the second, fifth and eighth; and not sustained in the sixth. In the third case, the dispute was disposed of on the basis of principles outlined by the Board in its decision.

The eight disputes and decisions are summarized here.

**Case No. 661**—*Dispute between Canadian National Railways (Central Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning a fireman's claim for extra pay for a run in which an engine was tied up between terminals.*

On January 15, 1954, a fireman was ordered with an engineer in straightaway service with a light engine from Brockville to Montreal. The engineer's instructions were to proceed to Cornwall, turn over the engine to the switching crew, and after the switching crew had completed its work to take the engine to Turcot (Montreal). Both engineer and fireman were paid continuous time from Brockville to Montreal.

The fireman claimed that he was entitled to be paid for a minimum day from Brockville to Cornwall, time tied up between terminals at Cornwall, and a minimum day from Cornwall to Montreal. This claim was refused by the company.

The fireman's claim was based on an article in the current agreement between the company and the union which the union contended would be meaningless if it did not govern in the present case.

The company, in its contention, stated that the engine in question had been sent out solely to provide power for switching at Cornwall to replace a diesel road switcher which had failed; and that the engine crews' instructions had been clearly given before they left Brockville.

The company stated that its understanding was that the words "tied up at any point between the initial terminal and the point for which called," contained in the article cited, must be interpreted to mean that the fireman was to receive definite

instructions to that effect before he could be considered as "tied up"; and further that the rule applied only when, due to unforeseen circumstances, an engine crew must be relieved from duty at a point short of the final terminal.

The Board sustained the contention of the employees without comment.

**Case No. 662**—*Dispute between Canadian National Railways (Central Region) and the Brotherhood of Railroad Trainmen concerning the action of the company in removing the baggageman from two Budd-car-operated passenger trains, and requiring the conductor to perform the duties formerly performed by the baggageman.*

The company and union jointly said that on February 12, 1955, the steam trains which had been used on these runs for many years were replaced by a single-unit Budd car and the train crew reduced to a conductor and a baggageman.

On June 6, 1955, the baggageman was withdrawn, the conductor being left to do all the work. The union protested to the company, claiming that the conductor should be paid the baggageman's rate in addition to his earnings as a conductor.

The union contended that handling baggage and mail was not part of a conductor's duties, whereas the Rates of Pay specified in the agreement did provide for such work being done by baggagemen. The employees quoted a rule covering the composition of crews in passenger train service that states:

(b) Manning of oil, electric and other motor coaches;

(1) When no trailer is operated crew will consist of a conductor (and motorman) except where the volume of baggage and express to be handled warrants the addition of a baggageman.

It was emphasized by the union that this rule referred to the volume of baggage and express to be handled, but did not mention mail, milk or LCL freight—commodities usually handled on the trains in question, besides express.

The company in its contention emphasized the word "warrants" in the above-quoted rule. It said the rule had always been interpreted to mean that in assigning a single-unit oil, electric or other motor coach, unless it had first been determined by the company that a baggageman was not warranted, a baggageman should be assigned. Later he could be withdrawn if it was established that his services were not needed.

The company cited the fact that in this case, although the single-unit Budd car had been assigned on February 12, 1955, the

baggageman was not withdrawn until June 6, 1955, as evidence that full consideration had been given by the company to the question of whether a baggageman was needed or not. It was also stated by the company that after the trains had been changed a further survey of the amount of work done by conductors on the trains had been made, and copies of statements of the amount of work done were supplied to the Board.

The Board sustained the contention of the employees to the extent of returning the baggageman to the run until negotiations, provided for by a note appended to the rule quoted, had been concluded.

**Case No. 663**—*Dispute between the Canadian Pacific Railway (Pacific Region) and the Brotherhood of Locomotive Engineers over the case of an engineer who arrived at a terminal on an engine that was run through and was required to double over a portion of the train before being relieved.*

On May 5, 1954, an engineer arrived with his engine at the east switch, Kamloops, but the train crew was not off duty until 35 minutes later because they had to double over the head end of train into another track. After this double over was made the new engine crew took over. The engineer made a claim for payment for time taken in making the double over, amounting to four miles.

The company claimed that the article of the collective agreement between the company and the union on which the union based its claim did not apply in the case of engines that ran through, as the engine had in this case.

The union stated that in the case in question the engine could not be turned over to the outgoing engineer until the train had been doubled over into another track, and that therefore the change-off point had not been reached until this doubling over had been done.

The Board found that the agreement provided for the payment of final terminal time beginning when the engine reached the designated outer switch, and continuing until 30 minutes after the engine reached the change-off point. The Board further found that an engine in freight service has reached the change-off point when: (a) the train is clear—unless otherwise instructed by the railway—and; (b) the engine has come to a stop in a recognized change-off area.

The contention of the employees was disposed of by the Board in accordance with the above findings.



**Case No. 664—***Dispute between Canadian National Railways (Western Region) and the Brotherhood of Locomotive Engineers concerning the claim of an engineer that he had been paid for less inspection time than he was entitled to.*

During June 1954 the inspection time on 14 trip tickets submitted by an engineer was reduced by the company from the 45 minutes claimed to 30 minutes. Similar reductions were made on other engineers' trip tickets in cases where locomotives were run through the final terminal.

The union contended that the company was not applying an amended article of the current agreement, which allowed 45 minutes "after arrival on shop track or at change-off point on completion of trip".

This constituted a breach of the agreement, the employees contended.

The company stated that it was its understanding that a different rule, which became effective on September 1, 1948, governed the case of an engineer who operated a road engine running through terminals where engine crews change off. Under this rule, such engineers had been paid a minimum of 30 minutes' inspection time. The company contended that the rule quoted by the union which became effective on May 15, 1954, did not apply to such cases.

The Board found, however, that the latter rule governed, and the contention of the union was accordingly sustained.

**Case No. 665—***Dispute between Canadian National Railways (Central Region) and the Brotherhood of Locomotive Engineers concerning "final terminal time" as it affects engineers arriving in Montreal terminals.*

The dispute centred round the meaning of the highly detailed regulations set out in the Schedule of Rates of Pay and Rules governing service of locomotive engineers, effective September 1, 1929. These regulations had, it appeared, been the subject of dispute in the past, and, as a result, a Memorandum of Understanding had been signed on September 24, 1944, between the company and the Brotherhood of Locomotive Engineers and another union. The purpose of this memorandum was to define main track switches in Montreal terminals connecting with yard tracks.

According to the company's statement, subsequent physical changes in Montreal terminals necessitated a revision of the examples given in this memorandum; this was done in a new memorandum signed on April 17, 1946.

Notwithstanding these attempts to compose their differences, it appeared that the

union and the company were still unable to agree on the meaning of certain regulations. The union claimed that a recent circular issued by the Superintendent of the St. Lawrence Division of the railway had had the effect of causing the time returns submitted by locomotive engineers to be reduced by amounts ranging from three to twenty-one miles. This circular, at the request of the union, was cancelled on or about November 10, 1955; but the company, the union contended, had refused to adjust time returns which had been altered after the issue of the circular and had continued to alter time returns in the same way after its cancellation.

The company contended that the provisions of the article in the Schedule were being applied in the manner contemplated in the memoranda of understanding.

The Board sustained the contention of the employees to the extent that final terminal time should be allowed when trains were held at Signal No. 71, Rouse's Point Subdivision, on account of yard congestion; but not if detained on account of reasonable movements of other trains in and out of the terminal.

The Board stated, however, that it had found that peculiar conditions existed at the entrance to Montreal terminal from the Rouse's Point Subdivision, and that its decision applied only to that entrance.

**Case No. 666—***Dispute between Canadian Pacific Railway (Prairie Region) and Brotherhood of Locomotive Firemen and Enginemen concerning claim of a road fireman for pay for time during which he was tied up at completion of day in work train service.*

A fireman who was assigned to the freight pool on the Portal Sub-Division operating out of Moose Jaw, Sask., during October 1954 was ordered to Weyburn to perform work train service between Weyburn and Estevan. At the end of each day's work on October 14-15, 15-16, 27 and 28, he was returned to Weyburn, where he was given sleeping accommodation in the enginemen's bunkhouse.

The union contended that the fireman, being regularly assigned to the through freight pool operating out of Moose Jaw, was governed by the rules covering this assignment, which were different from those which applied to work train service. A fireman had a contractual right, the union said, to exercise a preference according to his seniority and to be governed by the rules covering his chosen assignment, and that this right could not be affected by merely issuing train orders.

The company in its contention quoted the following article of the current agreement with the union: "Road fireman held between terminals for work train service will be paid for time occupied in such service." (Emphasis added by the company.)

The company contended that this clause applied only to road firemen when working as such, and that it provided that they should be paid for time occupied in work train service enroute in addition to the mileage of the trip. Other clauses of the article, the company stated, provided that firemen in work train service, whether assigned or unassigned, should be paid continuous time when laid up at other terminals if sleeping accommodation was not supplied. The right to tie up a work train crew as long as sleeping accommodation was available had been accepted in the past, the company said, and it contended that the fireman had been properly compensated.

The Board found that the company in ordering the fireman for work train service had followed the proper course under the agreement. When men were so called in unassigned service, the Board said, it necessarily followed that the men properly called should be paid under the rules applicable to the class of service for which they were called, whether work service or other.

The contention of the employees was not sustained.

**Case No. 667—Dispute between Algoma Central and Hudson Bay Railway Co. and the Brotherhood of Railroad Trainmen concerning a claim for pay for two conductors who were called for work twice in the same day, both of which calls were cancelled.**

On July 3, 1955, two conductors were called for 7:00 a.m. to work as pilots on Canadian National trains. At 6:40 a.m. both calls were cancelled. At 11:00 a.m. on the same day they were both called again. These calls were cancelled at 11:45 a.m. The company had agreed to pay for only the first calls and cancellations. The union claimed that both sets of calls and cancellations should be paid for.

The company stated that the calls had been cancelled before the men had left their houses to report, and that it had never been its practice to pay for calls

which had been cancelled before the men had left their houses. It claimed that the practice in this respect was the same on other Canadian railways.

The Board sustained the claim of the employees.

**Case No. 668—Dispute between Algoma Central and Hudson Bay Railway Co. and the Brotherhood of Railroad Trainmen concerning the sending out of a yard crew from a closed yard on a main line trip of 86 running miles when two main line road crews were available.**

On July 14, 1955, at 4:05 a.m., a north-bound freight train encountered a rock slide some 43 miles south of Hawk Junction, necessitating the movement of a hoist to the point to clear the main track. An assigned yard crew coming off duty at 5:00 a.m. left Hawk Junction with a hoist at 6:15 a.m. and returned to resume yard switching assignment at 2:45 p.m. Two road crews available were not called.

The union contended that these road crews should have been used and that, since they had not been used, they were entitled to be paid for 50 miles, as provided in the article of the Schedule governing run-arounds.

The company contended that the crews held no rights on Soo Subdivision, and that the action taken was proper. The company quoted the following article of the Schedule: "When *unassigned* crews are available and run-around at terminals they will be paid 50 miles for each run-around and hold their turn out." (Emphasis apparently the company's.)

The company claimed that the crews involved did not hold turns on the Michipicoten and Soo Subdivisions, and that there had been no contention until then that they were not assigned crews. The yard crew on duty when the accident occurred was the most convenient and logical crew to use in the emergency. The company said that it had always been its policy to meet the desires of the organizations in arranging these assignments.

A number of communications which had passed between company and union officials were submitted.

The claim of the employees was sustained to the extent that the first road crew available was to be paid 50 miles as run-around.

---

Average income of Canadian non-farm families and unattached individuals living by themselves in 1954 is estimated at \$3,654 by the Dominion Bureau of Statistics. About one-fifth had incomes of \$5,000 or more, more than half had \$2,000 to \$5,000, and slightly more than one-fourth had incomes below \$3,000.

## Collective Bargaining in Hotel Industry

Collective agreements cover an estimated 20 per cent of paid hotel workers, in contrast to 12 per cent in all service industries and 39 per cent of all paid workers. File of 102 agreements analysed here

The nature of the hotel industry presents difficulties to the widespread union organization of its employees. Many hotels have few employees and many are situated in small towns some distance from urban centres where unions are usually concentrated.

Nevertheless, an estimated 20 per cent of paid hotel workers are covered by collective agreements. This compares with 12 per cent for paid workers in the service industries as a whole, which include, in addition to hotels, community or public, government, recreation and business services. For all industry, however, approximately 39 per cent of all paid workers are covered by collective agreements.

Hotels in which the workers are organized are mainly the larger establishments situated in urban centres. For example, railway-owned hotels are, as a rule, union organized, as are large non-railway hotels in cities like Montreal, Toronto, and Vancouver. These non-railway hotels are often links in widespread hotel chains.

The Economics and Research Branch of the Department of Labour has on file 102 collective agreements covering 14,155 hotel workers. The distribution of bargaining units according to number of employees is as follows:

Size of Bargaining Unit	Collective Agreements	Workers Covered
Up to 10 employees.....	19	107
11 to 50 employees.....	34	1,003
51 to 100 employees.....	15	1,065
101 to 500 employees.....	26	6,102
More than 500 employees.....	8	5,878
Totals.....	102	14,155

### Scope of Bargaining Units

Sixty-five hotels have negotiated individual agreements affecting 9,685 workers. With one exception these agreements are signed by single unions. The exception is an agreement negotiated by four unions representing 12 workers engaged in engineering and maintenance. Thirty-seven

agreements covering 4,470 workers are multi-hotel in scope. In all but five of these, with 491 workers, the Hotel and Restaurant Employees and Bartenders International Union is the employees' representative. Multi-hotel agreements are usually restricted in scope to a number of hotels in a particular city, town, or local district. Only two of the eight bargaining units with more than 500 employees and six of the 26 in the 101 to 500 employees' group are multi-hotel contracts. In most of these cases each individual employer has a comparatively small number of employees.

### Classifications of Workers

The classifications of employees covered include kitchen, beverage room, service, laundry, engineering and maintenance workers. Beverage room employees, with few exceptions, are the only workers organized in the small hotels, while in the larger establishments all or various combinations of the occupations listed above are included. There are 32 agreements covering 7,856 workers engaged in all the listed occupations; 28 with 3,417 workers in beverage rooms only; 19 with 2,314 workers in kitchen, service and laundry occupations; 17 with 204 workers who are mainly operating engineers or firemen; and six with 364 workers in various other combinations.

### Unions

The predominant union in this field is the Hotel and Restaurant Employees and Bartenders International Union, which is the bargaining agent for 8,703 workers in 57 agreements. Beverage room employees, only, account for 25 (3,166 workers) of these contracts; another 15 (4,101 workers) include beverage room workers together with other hotel occupations. The other 17 (1,436 workers) apply to workers in various classifications but exclude beverage room employees. Slightly more than 75 per cent of the Canadian membership of this union is employed in the hotel industry.

The Canadian Brotherhood of Railway Employees and Other Transport Workers, which organizes mainly employees engaged



in certain aspects of railway transportation, is the union representative in 14 contracts covering 3,981 workers. Each of the contracts bargained by this union is negotiated and signed with individual hotels, all but one being railway owned and operated. The hotel agreements held by this union cover workers in various combinations of occupations with eight of the fourteen agreements including beverage room employees.

Other unions represent 1,471 workers in 31 bargaining units. The International Union of Operating Engineers holds 11 contracts covering only 69 workers, as this union generally confines its organizing activities to stationary engineers and firemen. In addition, this union negotiates one agreement jointly with the International Brotherhood of Electrical Workers, International Brotherhood of Machinists and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada.

The remaining unions with agreements in the industry are: International Brotherhood of Pulp, Sulphite and Paper Mill Workers; Building Service Employees' International Union; several directly chartered local unions; *l'Association Ouvrière Canadienne, Inc.* (Canadian Workers' Association, Inc.); Laundry Workers' International Union; Retail, Wholesale and Department Store Union; National Council of Canadian Labour; International Union of Mine, Mill and Smelter Workers; and the National Union of Operating Engineers. The International Brotherhood of Pulp, Sulphite and Paper Mill Workers holds agreements with hotels which are owned and operated by pulp and paper producing companies, located in out-of-the-way places.

### Duration of Agreements

The duration of more than one-half of the agreements analysed is for periods of two years or more. These agreements affected 82 per cent of the workers. Forty-seven contracts covering only 18 per cent of the workers are in effect for less than two years, as shown by the following:

Collective Agreement Effective for	Collective Agreements	Workers Covered
One year or less.....	43	2,349
More than one year, less than two years.....	4	142
Two years.....	52	10,766
More than two years.....	3	898
Totals.....	102	14,155

TABLE 1.—UNIONS AND COLLECTIVE AGREEMENTS IN THE HOTEL INDUSTRY, BY REGION

Union	Canada		Maritimes		Quebec		Ontario		Prairies		British Columbia		Yukon Territory	
	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers	Agreements	Workers
Hotel and Restaurant Employees and Bartenders International Union.....	57	8,703	3	501	2	1,023	19	3,829	18	1,553	14	1,787	1	10
Canadian Brotherhood of Railway Employees and Other Transport Workers.....	14	3,981	2	98	2	665	1	533	7	1,583	2	1,102	—	—
International Union of Operating Engineers.....	11	69	—	—	—	—	8	38	1	25	2	6	—	—
Other Unions.....	20	1,402	—	—	5	421	8	487	2	92	5	402	—	—
Total All Unions.....	102	14,155	5	599	9	2,109	36	4,887	28	3,253	23	3,297	1	10

Three agreements of three years' duration were signed by one hotel with the Hotel and Restaurant Employees and Bartenders International Union, Laundry Workers' International Union and the National Union of Operating Engineers,

respectively. Agreements negotiated by the Canadian Brotherhood of Railway Employees and Other Transport Workers are, with one exception, for two year periods, as are 29 contracts bargained by the Hotel and Restaurant Union.

---

## Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, Orders in Council during April and May made obligatory a number of changes in wage rates, hours, statutory holidays, vacations and rest periods.

In the construction industry in the Chicoutimi district, an amendment to the decree provides for increases of from 5 to 15 cents per hour for most classes in Zone I; however, fewer classes received increases in Zone II, and no increase is reported for Zone IA.

In the construction industry in Montreal, a new section was added establishing special provisions for structural steel work. The rates for journeymen structural ironworkers and journeymen welders are set at \$2 per hour.

In the fine glove and working glove industries in the province, the hours have been reduced to 44 per week, with corresponding increases in wages to afford the same take-home pay. A further increase in wage rates of not less than 2½ per cent is also stipulated, effective March 1, 1956.

In the uncorrugated paper box industry in the region of Montreal, an amendment to the decree increases wage rates from 4 to 5 cents per hour for all classes, and provides one additional holiday with pay. The vacation with pay clause has been amended to provide for an additional 2 per cent vacation pay for employees having 15 years of service. Two 10-minute rest periods per day are now included.

A new decree for the men's and boy's hat and cap industry in the province grants an additional holiday with pay and an additional week of vacation, but there were no increases in wage rates.

In the paint manufacturing industry throughout the province, a new decree increases wage rates from 8 to 15 cents per hour, and there is an additional paid holiday, making a total of seven paid holidays.

A new decree for the sheet metal industry in Montreal provides for increases of 7 or 8 cents per hour to all classifications and a third week of vacation to all employees with 20 or more years of service.

---

## Industrial Standards Act, Saskatchewan

During April 1956, one new schedule was made binding under the Industrial Standards Act for the bakery industry in Moose Jaw, providing for an increase of \$2.25 per week for all classifications. Work

on holidays is paid at the overtime rate of time and one-half in addition to the regular holiday pay for the day. Hours remained unchanged at 40 per week.

---

## Industrial Fatalities

*(Continued from page 835)*

struck by tools, machinery, moving vehicles or other objects. Within this group the largest number of deaths were caused by falling trees or limbs (15), trains or other railway vehicles (10), objects being hoisted or conveyed (9), objects falling or flying in mines and quarries (9) and materials falling from stockpiles or loads (8). In the classification "collisions, derailments, wrecks, etc.," 47 fatalities were recorded. These included 21 as a result of automobile

or truck accidents and eight involving aircraft. "Falls and slips" accounted for 45 of the fatalities during the period; all of these were caused by falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 75. In British Columbia there were 51 and in Quebec 46.

During the quarter, there were 92 fatalities in January, 96 in February and 60 in March.

## Labour Legislation in British Columbia, 1956

Two weeks vacation with pay provided for by new Annual Holidays Act  
Discrimination in employment banned by Fair Employment Practices Act  
Minor amendments were made to Factories Act, Gas Act and mining Acts

During the 1956 session of the British Columbia Legislature from January 17 to March 2, a new Annual Holidays Act was passed which, when it goes into effect on July 1, 1957, will require employers to grant their employees an annual holiday with pay of two weeks after completing a year of service.

An Act to promote fair employment practices was also passed which makes discrimination against men and women in respect to their employment because of race, creed, colour, nationality, ancestry or place of origin contrary to the law of the province.

The Factories Act, the Gas Act and the two mining Acts were also amended.

### Annual Holidays Act

The new Annual Holidays Act will require an annual holiday with pay of two weeks to be granted to workers covered by the Act, instead of one week as at present, with a corresponding increase in the rate of vacation pay from 2 per cent to 4 per cent of annual earnings.

(Saskatchewan is the only province which now provides for a vacation with pay of two weeks after one year's service, although Alberta provides for two weeks after two years' service and Manitoba after three years' service. The vacation with pay required to be given under the Annual Holidays Ordinance of the Yukon Territory is "at least 14 days" after each working year of employment.)

The new Act provides for the introduction of a vacation credit system. At the direction of the Minister of Labour, the Board of Industrial Relations is authorized to hold an inquiry and to make an order requiring the employers in a specified industry to give their employees holiday credits at the end of each pay period. The order would prescribe the manner of ascertaining the credits and the time at which and the manner in which employees may receive payment in cash.

(At the present time, a stamp system is being used in the construction industry in Alberta, Manitoba (Greater Winnipeg only), New Brunswick, Ontario and Quebec (the Montreal and Hull Districts), and in the mining industry in New Brunswick. For some years it has been used in Ontario in any industry under the Act if employment is terminated during a working year.)

Like the Act now in effect, the Act will apply to all employers and employees in the province except those engaged in farming and horticultural operations, domestic servants in private homes, persons engaged in the practice of specified professions, including students, and employers and employees covered by a collective agreement, if the employees' representatives have been authorized to bargain in accordance with the Labour Relations Act, and if the Minister has approved the vacation provisions of the agreement.

"Employee" does not include a person who has not completed five days of actual work in a calendar year. The former wording was "does not include a person who is employed for a period of less than one week".

A working year is defined, as previously, as not less than 225 days of actual work. If the employee's employment is terminated during a working year and before he has earned an annual holiday, the employer must pay him holiday pay for the time he has been employed. Payment is to be made at the rate of 4 per cent of his total wages and salary during the period of his employment. Should an employee leave his employment at a time when he has already earned an annual holiday but has not taken it, he must be given pay in lieu of the holiday. An employee who has worked throughout a year but for less than 225 days and continues to be employed by

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



the same employer must be given his holiday pay within 30 days after the end of the calendar year.

The new Act protects the employee's entitlement to his annual holiday or pay in lieu of holiday when the business in which he is employed is sold, leased or transferred, by stipulating that the employment of the employee is deemed to be continuous and uninterrupted by the sale, lease or transfer. There is a similar provision in the Alberta Labour Act and in the Manitoba Vacation with Pay Act.

The Act provides for the making of an agreement with any other province "for the purpose of dealing with annual holidays on an interprovincial basis". Such an agreement may supersede the provisions of the Act to such extent as is necessary for the purpose of giving it effect.

The annual holiday may be taken in an unbroken period of two weeks or in two periods of one week each. It is exclusive of statutory holidays to which the employee is entitled and must be given within 10 months after the date on which the employee becomes entitled to it.

Holiday pay must be given in one payment at least one day before the beginning of the annual holiday. Holidays due, or their equivalent in moneys, are deemed to be wages, but, it is now stated, are not subject to the Semi-monthly Payment of Wages Act.

More particulars are required with respect to the records which an employer must keep. These include the date of commencement of the present term of employment and its anniversary date, the dates of commencement and completion of each annual holiday granted, the period of employment covered by the annual holiday, the amount of holiday pay and the amount of money paid in lieu of an annual holiday upon termination of employment. Records with respect to an employee whose employment is terminated must be kept for six months.

An employer convicted of failure to pay holiday pay due under the Act or an order of the Board may be ordered to pay such money to the employee, in addition to the fine imposed.

The Act will apply to every employee who becomes entitled to an annual holiday or pay in lieu of holiday after July 1, 1957, whether or not the holiday or pay was earned wholly or in part before and after that date. Where an employee has been given an annual holiday longer than two weeks, the extra time granted is not to negate in whole or in part any other annual

holiday or pay in lieu of holiday to which an employee may be entitled under the Act.

## Fair Employment Practices

The Fair Employment Practices Act forbids employers to refuse to employ, to discharge or to discriminate against any person because of his race, religion, colour, nationality, ancestry or place of origin. Trade unions are prohibited from excluding from membership, from expelling or suspending, or from discriminating against, any member or person for any of these reasons. Expressions of discrimination in employment application forms, in advertisements or in written or oral enquiries in connection with prospective employment are also banned.

The Act does not apply to employers of fewer than five persons nor to domestic servants in private homes. Non-profit charitable, philanthropic, educational, fraternal, religious or social organizations or those operated primarily to foster the welfare of a religious or racial group are also excluded. However, by an amendment made in passage, it was made clear that institutions under the Public Schools Act are covered by the legislation.

The Act is to be administered by the Department of Labour through a Director, who will be an officer of the Department designated by the Minister to receive and deal with complaints.

A complaint that a person has been discriminated against must be made in writing. On receipt of a complaint, the Director will designate an officer of the Department to inquire into the matter and, if possible, to effect a settlement. If he reports that he has been unable to settle the matter, the Director may refer it to the Board of Industrial Relations, which shall have for its investigations the powers of a Commissioner under the Public Inquiries Act. The Act declares that the appointment of the Board may not be questioned nor its proceedings restricted or reviewed in any Court by way of injunction, declaratory judgment, *certiorari*, *mandamus*, prohibition, *quo warranto* or otherwise.

After hearing the parties, the Board is required to recommend to the Director the course which should be taken, which may include reinstatement with or without compensation for loss of earnings and other benefits. The Minister, on the recommendation of the Director, will then issue whatever order he deems necessary, and the order will be final and must be complied with.

A fine of up to \$100 may be imposed, on summary conviction, for failure to comply with any provision of the Act or any order made under it. A prosecution under the Act, for which the written consent of the Minister is required, may be instituted against a trade union or employers' organization in the name of the union or organization.

## Mines

Amendments were made to the provisions of the two mining Acts.

The provision in the Metalliferous Mines Regulation Act requiring workmen employed in a metal mine or in ore- or rock-crushing processes to have a medical certificate of fitness was amended to require a certificate in all cases unless permission to the contrary is granted by the Workmen's Compensation Board. Formerly, a certificate was not required for employment for two months or less in any 12-month period.

The Act provides that the Canadian Electrical Code, Part V, is applicable to electrical installations in mines except where otherwise provided by the Act. A change in this provision enables an inspector to determine that the Code is not suitable and does not apply. Another change permits the Chief Inspector to authorize the use of voltages up to 600 volts in main access haulageways under conditions prescribed by him. The Act limits voltage to 300 volts in other circumstances. Electric street cars used to transport men require the higher voltage.

The certifying authority for permissible equipment with respect to electrical installations in coal mines under the Coal Mines Regulation Act is now the federal Department of Mines and Technical Surveys, which has established a service of this kind in place of the Canadian Standards Association.

## Hours of Work in Laundries

The special sections in the Factories Act respecting the hours during which persons might be employed in laundries, cleaning, dyeing, pressing or dressmaking establishments were deleted. Under these provisions no person could operate or be employed in a laundry or other establishment covered by the sections except between 7 a.m. and 7 p.m. unless special permission in writing was obtained from the factory inspector. Employees of public service laundries were permitted to work up until 11 p.m. without special permission.

Employees in laundries and dry cleaning establishments are subject to the 8-hour daily and 44-hour weekly limits imposed by the Hours of Work Act. Opening and closing hours of laundries are no longer regulated unless they are covered by a municipal by-law.

## Inspection of Gas Equipment

Amendments were made to the Gas Act passed in 1954 to protect the public from hazards arising out of the use of gas to produce light, heat or power. Only licensed gasfitters may instal or repair house piping or appliances.

As a result of an amendment this year, no person may be appointed an inspector under the Act unless he holds a certificate of competency. To obtain a certificate an applicant must pass examinations and tests as the Minister of Public Works may require. The nature of the examination and the standards of qualifications for a certificate will be prescribed by regulations.

Gas inspection services within the boundaries of a municipality are to be provided and maintained by the municipal council, except where arrangements are made with the Minister for the Chief Inspector to furnish inspection services. If the Chief Inspector is of the opinion that an efficient municipal gas inspection service by a fully qualified and competent person is not being maintained, he may, by agreement with the municipality, take over the inspection service in the municipality. Where he does so, the Chief Inspector may charge and collect the inspection fees fixed by the regulations.

The Advisory Board appointed under the Act is authorized to report to and advise the Chief Inspector with regard to examinations for certificates issued under the Act and to review the evidence with respect to the cancellation or suspension of a certificate of competency or licence. The Board is also to assist and advise the Chief Inspector at his request in any case where an appeal is made from an inspector's ruling or decision.

## Bills Not Passed

Four private members' Bills seeking to amend labour laws were introduced but failed to get beyond first reading.

One of these sought to amend the Hours of Work Act by reducing the maximum hours which may be worked in a week from 44 to 40 and the hours within which a split shift may be worked from 12 to 10.

A second Bill would have amended the Trade-unions Act with respect to interim

injunctions in industrial disputes. It would have required one day's notice of the application to be given to the party against whom the injunction is sought before an injunction could be issued.

Two other Bills proposed amendments to the Labour Relations Act. The first of these sought to bring civil servants and employees of provincial boards, commissions and other government authorities under the Act. The second proposed more widespread amendments. Several would have diminished the powers of the Labour Relations Board. A change in the certification sections sought to remove from the Board the responsibility of determining whether or not a member of a trade union applying for certification is a member in good standing of the union. The Bill would have added a section stipulating that the Board had no authority to interpret a union constitution or to rule on the jurisdiction of trade unions. An amendment with respect to the taking of representation votes would have authorized the Board to certify a union if more than 50 per cent of those voting vote in favour of the union rather than 50 per cent of all those eligible to vote, as at present

Other changes contemplated by the Bill were that a "collective agreement" as used in the Act would refer only to an agreement signed by a *certified* trade union and an employer or employers' organization; that the definition of "trade union" should be replaced by one making it clear that to conform to the Act a union must have as its primary purpose the regulation of relations between employers and employees through collective bargaining; and that a "unit" may be comprised of only one employee.

The Bill would also have added new sections to the Act as a consequence of the merger of the TLC and the CCL authorizing the Board to vary certifications already granted to indicate a change in a union's name and making it clear that the change of name would not affect the validity of the collective agreement to which the union was a party. The new sections provided that where a trade union had changed its name as a result of a merger or affiliation with another trade union it might apply to the Board to have its certification amended to show the correct designation of the new union. As evidence, the new union would have been required to produce a certificate of the president or secretary-treasurer of its international or head office certifying to the

change of name, merger or affiliation, along with a copy of a resolution certified by the secretary of the local union authorizing the change of name, merger or affiliation.

Where the Board varied a certification in this manner, a collective agreement entered into with an employer by the previously certified union would be deemed to have been entered into on behalf of the employees by the trade union named in the amended certificate and would apply as if the agreement had been previously entered into with the trade union shown in the amended certificate.

Another proposed amendment deals with the certification of craft unions. The Act permits certification of such unions subject to the requirement that the group of employees concerned must exercise technical skills which distinguish them from the employees as a whole and that a majority of the group must belong to one union representative of their craft or skill. The proposed amendment states that where a unit has been designated by the Board as appropriate for collective bargaining no part of it may be designated as a separate unit.

A further amendment would have authorized the Board by regulation to fix the daily amount which an arbitrator or chairman of an arbitration board dealing with a dispute arising out of a collective agreement may charge for his service, subject to a maximum of \$50 a day.

Other proposed amendments concerned strikes and lockouts. The Act prohibits strikes while an application for certification is pending. An amendment would limit the prohibition to the applicant union. At present, strikes and lockouts may legally take place in certain circumstances but only after a majority of all the employees in the unit affected have voted in favour of strike action and then only during the three months immediately after the vote has been taken. The amendment would limit those eligible to vote to trade union members and remove the three-months limitation. The amendment would also provide for industry-wide strike votes where industry-wide bargaining is involved.

The Bill would also have repealed the sections of the Act which authorize the Minister of Labour to refer a strike or lockout to a Judge of the Supreme Court for an adjudication as to its legality and which give the Court authority to cancel the certification, collective agreement and check-off arrangement of a union involved in a strike declared to be illegal.



# Labour Legislation in New Brunswick, 1956

Fair Employment Practices Act enacted at this year's session of the Legislature. Labour Relations Act and Plumbing Trade Act are amended

The New Brunswick Legislature at its 1956 session, held from February 9 to March 29, enacted a Fair Employment Practices Act, to be administered by the Department of Labour. Applying to employers and to trade unions, it prohibits discrimination in regard to hiring and employment and in regard to trade union membership by reason of race, national origin, colour or religion.

The Labour Relations Act was amended to provide that policemen may be deemed employees within the meaning of the Act.

Minor amendments were made to the Plumbing Trade Act and the Mothers' Allowances Act.

## Fair Employment Practices

New Brunswick passed a law forbidding discrimination by employers with regard to employment and by trade unions with regard to membership on grounds of race, national origin, colour or religion, becoming one of the six provinces with this type of legislation. A federal Act applying to all undertakings within the jurisdiction of Parliament with five or more employees was passed in 1953.

The Fair Employment Practices Act, which goes into effect on June 1, 1956, like the other provincial Acts, applies to all employers with five or more employees. It also binds the Crown in right of the Province. Excluded are domestic servants in private homes and exclusively charitable, philanthropic, educational, fraternal, religious or social organizations or corporations and other non-profit organizations operated primarily to foster the welfare of a religious or racial group.

The Act forbids certain positive acts of discrimination. An employer may not refuse to employ, or to continue to employ, or discriminate against any person in regard to employment or any term or condition of employment because of his race, national origin, colour or religion. Employment agencies are also forbidden to discriminate against any person on such grounds. On the basis of race, national origin, colour or religion, a trade union is forbidden to exclude any person from membership, to expel, suspend or otherwise discriminate against one of its members, or to discriminate against any person in regard to his employment by an employer.

No person (including an employment agency, employers' agency or trade union) may use an application form or publish an advertisement or make a written or oral inquiry in connection with employment that expresses either directly or indirectly "any limitation, specification or preference as to race, national origin, colour or religion unless the limitation, specification or preference is based upon a *bona fide* occupational qualification". It is likewise unlawful for an employer or trade union to discharge, expel or discriminate against a person who files a complaint under the Act or gives evidence or otherwise assists in the initiation or prosecution of a complaint.

The Act is administered by the Minister of Labour. A person who feels that he has been discriminated against may make a complaint in writing to the Minister, who will assign a conciliation officer to inquire into the complaint and to try to settle the matter. If he is unsuccessful, the Minister may set up a commission of one or more persons with the powers of a conciliation board under the Labour Relations Act. If the commission, after investigating the complaint and hearing all the parties, finds that the complaint is supported by the evidence, it must recommend to the Minister the course which should be taken, which may include reinstatement, with or without compensation for loss of employment. The Minister is required to furnish a copy of the commission's recommendations to each of the persons affected and he may publish them if he sees fit. He may then issue whatever order he thinks necessary to carry them into effect.

Fines up to \$100 for an individual and up to \$500 for a corporation, trade union, employers' organization or employment agency may be imposed, on summary conviction for a contravention of the Act or failure to comply with an order made under it. In addition, an employer convicted of having discriminated against an employee contrary to the Act may be required by the court to reinstate him and pay him the equivalent of the wages he would have earned had he not been discriminated against. A prosecution for an offence under the Act may be instituted only with the written consent of the Minister.

A prosecution under the Act may be instituted against an employers' organization or a trade union in the name of the

organization or union. Any act done or omitted by an officer or agent of such an organization or union while acting in his official capacity will be deemed to be an act done or omitted by the organization or union.

### Labour Relations

By an amendment to the Labour Relations Act it was provided that police officers in a city, town, incorporated village or county may be brought within the scope of the Act. The amendment resulted from a recent decision of the New Brunswick Supreme Court in which it was held that members of the Fredericton police force were not employees as defined in the Act and which therefore quashed an order of the Labour Relations Board certifying a union as bargaining agent for the police force and a second order requiring the City of Fredericton to bargain with the union (L.G., Jan., p. 86).

The Act provides that a city or town council may by resolution declare itself or any of its boards or commissions to be an employer within the meaning of the Act. The amendment provides that in such a case, if the city council or board or commission is empowered to prescribe conditions of employment for police officers, the police officers will then be deemed to be employees within the meaning of the Act.

### Mothers' Allowances

The Mothers' Allowances Act was amended to provide for the payment of an

allowance until a child reaches the age of 17 or, if he is attending school, to the end of the school year in which his 17th birthday occurs. The amendment, which will be proclaimed in force, will permit payment for a year longer than before.

### Plumbing Trade

The Plumbing Trade Act passed last year authorized regulations which are, in effect, a plumbing code for the province. In any area where the regulations are declared in effect, no person may engage in the work of the plumbing trade unless he holds a certificate of qualification. The Act was declared in force on October 15, 1955, and a chief plumbing inspector appointed who is responsible for the enforcement of the regulations in all designated areas; but a municipality may, by by-law, provide for the licensing of workmen in the trade and appoint a local plumbing inspector.

An amendment provides that when any matter within the scope of the regulations is not provided for, the municipality, with the approval of the Lieutenant-Governor in Council, may provide for its regulations and control through a plumbing trade by-law. Provision is now made for a penalty of \$50 on summary conviction for an offence under a plumbing trade by-law, payable to the secretary of the municipality for the use of the municipality. Previously penalties were established only for a violation of the Act or regulations.

---

## Legal Decisions Affecting Labour

**Orders of Quebec and Saskatchewan Labour Relations Boards quashed.  
Decisions of arbitration boards held not subject to review by courts.  
Quebec minimum wage legislation held not to prohibit payment in kind**

The Saskatchewan Court of Appeal held that the Labour Relations Board's failure to consider certain legal principles in estimating the compensation to be paid to a discharged employee invalidated its reinstatement order.

The Ontario High Court ruled that the award of an arbitration board established under a collective agreement was not reviewable by the Court.

An order of the Quebec Labour Relations Board certifying a union as bargaining agent for the employees of a logging company was cancelled by the Quebec Superior Court on the ground that Indian employees

had been wrongfully excluded from the bargaining unit. In a second decision, the Court found that payment in kind was not prohibited by Quebec minimum wage legislation.

### Saskatchewan Court of Appeal...

**... quashes reinstatement order because dismissed worker's monetary loss was incorrectly assessed**

On April 27, 1956, the Saskatchewan Appeal Court, on the application of a retail company, quashed with costs an order of the Saskatchewan Labour Relations Board ordering the company to reinstate and reimburse an employee who had been

dismissed for alleged union activity. The Court ruled that the Board's error in estimating the monetary loss suffered by the employee invalidated the order.

The judgment of the Court was given by Chief Justice Martin.

In April 1955, an employee of Simpsons-Sears Limited, Regina, applied for and was granted two weeks' leave of absence to help his father with the spring planting. He returned to work, however, after three days' absence, as weather conditions did not permit seeding operations at that time.

He continued working until May 13, when he again left for the farm, telling another employee that he was going to finish his leave but, as the Judge pointed out, without speaking to any of the officers of management whom he had previously consulted about leave of absence. On May 18, the organizer of the union of which he was a member advised him that it was rumoured that he had been dismissed. On his return to the city he found a letter from the company dismissing him on May 16. He was given a week's pay in lieu of notice.

The dismissed employee did not complain to the management of the company or present his case to the Labour Relations Board. Instead, he took his letter of dismissal to the union, which, alleging that the company had engaged in an unfair labour practice, applied to the Board on August 25 for an order requiring the company to reinstate him and to pay him for his monetary loss. In the meantime, the man worked on his father's farm, receiving only his room and board for his work, and was still there when the hearings were held in September and October 1955. He testified, however, that he had approached two firms and registered with an employment agency. He received two letters from the agency offering him work but when he arrived in the city the jobs had been filled. He did not say how long a period had elapsed before he reported to the agency or whether he had made other attempts to secure employment.

On October 28, 1955, the Board, with three dissenting members favouring dismissal of the application, concluded that the employee had been dismissed because of union activity and ordered his reinstatement. The Board also ordered that he should be paid \$485 for his monetary loss. This represented 15 weeks' wages at \$40 a week, his wages at Simpsons-Sears, with a reduction of \$115 for the unemployment insurance he had received during the period.

Chief Justice Martin, following the precedent laid down in a similar case, *John East Iron Works v. Labour Relations Board of Saskatchewan* (L.G., 1950, p. 704), concluded that the Board had not calculated the employee's monetary loss according to legal principles. He quoted the statement of the Judge in that case. Before directing that orders of the Board requiring the John East Iron Works to reinstate and reimburse five employees who had been discharged for union activity should be quashed without the actual issue of a writ of *certiorari*, that Judge had said:

Thus the Board held that what wages he would have received from the company between the relevant dates was his monetary loss irrespective of every other consideration. This is my opinion clearly ignores the principles of law applicable in such cases. It is the duty of the employee to minimize the loss; for all that appears in the reasons for judgment or in the formal order the employee may have been otherwise employed during the period in question or might have been so employed if he reasonably looked for employment. The Board assumed that the only question for its determination of the monetary loss was the amount of the wages he would have earned had he continued in the company's employ.

In this case, the only matters considered by the Board when assessing his loss were the wages he was paid at the time of dismissal and the amount of unemployment insurance he received. Chief Justice Martin stated that the value of his board and lodging should also have been taken into consideration.

He considered also that it was the man's duty to minimize his loss, a factor which had also not been taken into account by the Board. He could have procured work on some other farm during the harvest season, when help is generally in short supply and wages are high. The company should not be called upon to pay him while he chose to work on his father's farm for only his board and lodging.

The order of the Board was not severable, as counsel for the union contended, and there was no authority which would permit the Court to quash the part relating to the compensation for the monetary loss and to allow the part ordering reinstatement to remain in force. The Court, therefore, quashed the order of the Board requiring the company to reinstate Solomon. *Simpsons-Sears Limited v. the Department Store Organizing Committee, Local 1004 (CCL)*, Saskatchewan Court of Appeal, April 27, 1956.



## Ontario High Court...

... rules decisions of an arbitration board set up by collective agreement not reviewable by courts

On January 30, 1956, in the Ontario High Court, Mr. Justice Judson dismissed the application of a mining company for a writ of *certiorari* to quash the decision of an arbitration board established under a collective bargaining agreement. He held that as the board was not a statutory body its decision could not be reviewed by the Court.

The proceedings began when the International Nickel Company of Canada refused to reinstate an employee after he had been absent more than 14 days while serving a short term of imprisonment. The company, which had previously refused the employee's request for leave of absence to serve his sentence, contended that the absence without leave constituted a break in service as defined in the collective agreement in effect between the company and the International Union of Mine, Mill and Smelter Workers, which, in part, provides:

A break in service shall be deemed to have occurred if an individual employed by the Company

"(a) quits (absence without leave for a period of over fourteen (14) days shall constitute a quit)."

The matter was then referred to an arbitration board, which decided the employee had not quit. The company then applied for a writ of *certiorari* on the ground that the board had exceeded its jurisdiction in interpreting "absence without leave" as "wilful absence without leave".

In the Judge's opinion, the board had not exceeded its jurisdiction. It was entitled to interpret the meaning of "break in service", and "quits" in the context quoted and with reference to the facts of the case and to decide as it had done. The board did not purport to alter the agreement. What it had done was to interpret it, in accordance with its authority to determine "any difference arising from the interpretation, application, administration or alleged violation" of the agreement. The terms quoted were contained in the agreement by virtue of Section 32 of the Ontario Labour Relations Act, which requires every collective agreement to provide for final and binding settlement of differences by arbitration.

Following the principle set out in *R. v. National Joint Council for the Craft of Dental Technicians (Disputes Committee)* (1953) 1 QB 704, from which he quoted:

There is no instance of which I know in the books where *certiorari* or *prohibition*

had gone to any arbitrator except a statutory arbitrator and a statutory arbitrator is a person to whom by statute the parties must resort.

Mr. Justice Judson decided that, since the board had not been set up by the Legislature but under a collective agreement, its decision was not reviewable by the Court. He, therefore, dismissed the application. *Re International Nickel Co. of Canada Ltd. and Rivando* (1956) 1 DLR 775.

## Quebec Superior Court...

... finds that Canadian Indians are entitled to protection of province's Labour Relations Act

On October 31, 1955, the Quebec Superior Court in prohibition proceedings quashed an order of the Quebec Labour Relations Board certifying a union as bargaining agent for the employees of a Quebec logging company on the ground that the Indian employees who formed a part of the group should not have been excluded from the bargaining unit. The Court held that the Board had no legal basis under the Quebec Labour Relations Act or by-law No. 1 for considering Indian employees of the company as different from other employees under the Act.

The Company, John Murdock Limited, was engaged in logging operations at Monet in Abitibi County. The union, Local 2817 of the United Brotherhood of Carpenters and Joiners of America, applied for certification as bargaining agent for the company's employees contending, however, that the Indians in the employ of the company (of which there were, in November 1953, 92 out of a total of some 290 employees) should not be counted as part of the bargaining unit. The union maintained that the Indians should be excluded on the grounds that they were separate from other Canadians as a racial entity, that the labour laws of the province were not applicable to them, that they did not live under the same conditions as the other workers and were generally opposed to union membership. Not at first accepting the viewpoint of the union, the Board counted the Indians along with the company's other employees and on November 16, 1953, rejected the application on the ground that the union did not represent a majority of the workers. Later, however, in response to the union's request to reconsider its decision, the Board reversed its judgment and, excluding the Indians, certified the union as bargaining agent on March 18, 1954.

The company, maintaining that the Indians were employees like the other workers, that they worked under the same conditions and with the same tools and received the same wages as its other employees even though their social customs were different, contested the certification. Its request that the Board reconsider its second decision was refused on June 3, 1954.

On July 16, 1954, the company obtained a writ of prohibition ordering the Labour Relations Board to suspend all proceedings resulting from its decision to certify Local 2817 as bargaining agent of the employees of the company, and appealed against the decision of the Board.

In giving his reasons for decision, Mr. Justice Boulanger considered whether Section 41a of the Labour Relations Act barred the company from appealing against the decision of the Board. This section is in part as follows:

No writ of *quo warranto*, of *mandamus*, of *certiorari*, of prohibition or injunction may be issued against the Board or against any of its members acting in their official capacity.

His Lordship stated that in order to determine this question it must be decided whether or not the action of the Board in not counting the Indian employees was a valid exercise of the Board's functions.

Outlining those functions, as set out in the Labour Relations Act and the Public Inquiry Commission Act, he concluded that the Board's principal function was to grant union recognition within the framework of and according to the conditions set down in the law.

His Lordship noted that "employee" is defined in the Act as meaning any apprentice, unskilled labourer or workman, skilled workman or journeyman, artisan, clerk or employee working individually or in a crew or in partnership but not including supervisory employees, specified professional employees, domestic servants and agricultural workers.

Examining By-law No. 1, which sets out the conditions under which a person may be deemed a member in good standing of a union, Mr. Justice Boulanger found nothing in these conditions dealing with ethnic or racial origin, colour, beliefs, way of life, customs or conduct outside working hours of any worker. The same was true of the Act itself.

As with every other judicial body, His Lordship continued, the Board must take the law as it stands; it cannot remake it or amend it; it cannot change definitions; it cannot make distinctions where the law

does not make them and it cannot make exceptions where the law makes none. Employees of the Indian race who do the same work as employees of the white race, with the same tools, the same methods, for the same wages and under the same conditions, are included in the definition of employees under the Labour Relations Act and the regulation of the Board. The Board cannot arbitrarily set them aside in deciding if an association represents the absolute majority of the workers of which they form a part.

His Lordship further emphasized that this attempt at racial segregation could not be supported on any legal grounds. It was an attack against the freedom to work and the right of every worker to join an association and benefit from labour laws. If the Board were allowed to exclude Indian lumbermen from the definition of employees, it would not be long before some little village tyrant, and there are many who would like to be such, would try, under the pretext that Indians are unwilling to accept trade unionism, to prevent them from working by means of a closed shop or other union security clause.

Mr. Justice Boulanger concluded that the Board did not exercise its functions within the limits of the law when it performed an unauthorized act or, what was worse, an illegal act. Since Section 41a only protected the Board from an action by way of writ of prohibition when it acted within its powers, he found no bar to the action by the company against the Board.

The Court therefore confirmed the writ of prohibition and quashed the certification order. *John Murdock Limitée v. La Commission de Relations Ouvrières de la Province de Québec et Autres et La Fraternité Unie des Charpentiers Menuisiers d'Amérique* (1956) Rapports Judiciaires CS Montréal 30.

### Quebec Superior Court...

... holds that province's Minimum Wage Act does not prohibit employer from making payment in kind

In a judgment given on October 25, 1955, the Quebec Superior Court dismissed an action of the Minimum Wage Commission against an employer for wages owing to one of his employees on the ground that the employee had already been paid a sufficient amount in kind.

The reasons for decision were given by Mr. Justice Morin. The employee in question was employed as a watchman and janitor in a real estate undertaking owned

by the defendant. His occupation was covered by General Minimum Wage Order 4, Section 109 of which fixed a minimum rate of 41 cents an hour with a daily guarantee of three hours for such an employee working in Zone II of the province. The employer, however, instead of paying the employee a wage in cash had given him as compensation for his services a six-roomed dwelling, with heat and light, continuous hot water, refrigeration and other services, the value of which was estimated by the defendant at \$65 per month.

His Lordship stated that neither the Minimum Wage Act nor Minimum Wage Order 4 prohibited an employer from making an agreement with his employee to pay him in kind following the wage scale fixed by law. Further, he found that the value of the dwelling furnished was in excess of the minimum wage fixed by law.

In determining whether or not payment in kind was prohibited by law, His Lordship stated that Section 109 had to be read in conjunction with Section 1 (h) and Section 14 of the Act. Section 1 (h) defines "wage" as "the remuneration in currency and the compensation or benefit of a pecuniary value due for the labour or services of an employee". Section 14 reads in part:

The rate of minimum wage may be established on a basis of remuneration by the hour, day, week, month or year, or by the job, for piece work, on commission or on any other remuneration basis; it may also be established on several of these bases combined.

He found that the agreement made between the janitor and his employer was in no way contrary to the Act or Order 4. The action was therefore dismissed. *La Commission de Salaire Minimum v. Lamontagne* (1956) Rapports Judiciaires CS Montréal 19.

---

## Recent Regulations, Federal and Provincial

New safety regulations for oil and gas wells are issued by British Columbia Workmen's Compensation Board; and more generous overtime provisions for federal prevailing rate employees have been approved

In British Columbia, new accident-prevention regulations respecting oil and natural gas wells, issued by the Workmen's Compensation Board, set out minimum safety standards for drilling equipment and practices. The Board of Industrial Relations has again exempted the fresh fruit and vegetable industry from the Hours of Work Act during the busy season.

Federal prevailing rate employees whose standard work week is 40 hours or less will now get time and one-half for overtime after 40 hours in a week. Supervisory differentials were also approved for these employees.

In Saskatchewan, it was provided that in three trades under the Apprenticeship and Tradesmen's Qualification Act—the electrical, plumbing and motor vehicle mechanics repair trades—the number of registered apprentices may not exceed one-third of the number of journeymen engaged in the trade in the province. Provision was also made for indenturing persons working at these trades to the Director of Apprenticeship. Apprentices in a number of designated trades must now receive at least the current minimum wage during their first 1,000 hours of training.

Provision was made for extending the system of mine rescue stations now established in five districts of Quebec to the entire province.

In Alberta, regulations respecting standards of qualification and examination of pressure welders were re-issued under the new Boilers and Pressure Vessels Act.

### FEDERAL

#### Financial Administration Act

The Prevailing Rate Employees General Regulations made by Treasury Board by T.B. 478800 of November 10, 1954, were amended by T.B. 496371 and T.B. 496371-1 of January 27, 1956, with respect to overtime and vacation leave. Supervisory differentials were also provided for. The main change was the provision for the payment of overtime at the rate of time and one-half after 40 hours in a week.

Prevailing rate employees may not be paid at a special rate for overtime unless a standard work week has been fixed by Treasury Board. For those on a standard work week, overtime will now be recorded each day in units of 15 minutes and a weekly aggregate determined. (Fractions



of the 15-minute unit are not to be counted.) Payment will be made on the basis of every full hour of overtime recorded in the weekly total.

If the standard work week is 40 hours or more, time and one-half the rates of normal pay and extra pay, if any, payable for the work if it had been performed during normal working hours, is payable for each completed hour of overtime. Where the standard work week is less than 40 hours, the overtime rate will not apply until after 40 hours have been worked. Under previous regulations, time and one-half the regular rate was payable after 44 hours in both cases.

Vacation leave credits accrue at the rate of one-twelfth of the number of hours in the standard work week during each of the first 12 months of continuous employment, one-eighth during the next 12 months, and one-sixth after 24 months' service. Now, however, vacation leave credits begin to accumulate at the rate of one-quarter of the number of hours in the standard work week after 15 years' service instead of after 25 years' service, as formerly.

The gratuity in lieu of vacation leave credits which may be paid an employee whose services are terminated before he has completed six months of service is now payable if he has worked four consecutive standard work weeks. Formerly, the gratuity was payable after one month of continuous service.

Effective April 1, 1956, supervisory differentials may be paid to prevailing rate supervisory employees, subject to the approval of the Civil Service Commission as to numbers, responsibilities and levels of supervisors to be provided on departmental establishments. The rates paid must be multiples of five in all cases, with a maximum differential of 15 cents an hour when approved by the deputy head concerned. A differential of more than 15 cents an hour but not in excess of 30 cents may be paid, however, if Treasury Board approves.

## PROVINCIAL

### Alberta Boilers and Pressure Vessels Act

Regulations as to the standards of qualification and examination of pressure welders, approved by O.C. 442-56 and effective April 1, were gazetted April 30, rescinding those established last year by O.C. 449-55 (L.G., July 1955, p. 838). Re-issued under the new Boilers and Pressure Vessels Act, which went into force on July 1, 1955, the regulations make reference to the new Act and contain certain other minor changes.

The standards adopted for pressure vessel welders under the Act are those set out in Section IX, Welding Qualifications, of the ASME Boiler and Pressure Vessel Code. Any changes, published interpretations or rulings by the ASME Boiler and Pressure Vessel Code Committee to ASME Welding Qualifications become governing standards, if approved by the Chief Inspector of Boilers.

Only a person holding a certificate under the Boilers and Pressure Vessels Act may weld a pressure vessel or pressure piping. However, in a remote area where a qualified welder is unavailable, an authorized inspector may, as before, permit welding to be done under his supervision by an unlicensed person whose competency he has tested, provided certain requirements are met.

Certificates are classed as Grade A, Grade B and provisional. All three permit the holder to do welding under the Boilers and Pressure Vessels Act provided material groupings and performance qualifications outlined in paragraph Q-25 of Section IX of the ASME Boiler and Pressure Vessel Code are complied with. As before, the holder of a Grade A certificate may also engage in Fusion Welded Boiler repairs as outlined in the National Board Inspection Code. In the case of Grade B certificates, the P & F No. material and electrode groupings will be noted on the certificate and registration card, as under the previous regulations.

A new provision states that the holder of a Grade A or Grade B electric welding certificate may engage in oxy-acetylene pressure welding provided he has passed a practical oxy-acetylene test conducted by an inspector, in accordance with Section IX of the ASME Code. The test must be taken immediately prior to commencing operations, which must be limited to one class of welding.

There are some minor changes in the examination requirements due to the passing of the new Act and the recent grading of journeymen's certificates issued under the Welding Act. Under that Act, a journeyman's certificate is either first class or second class, depending upon the experience and skill of the applicant. The regulations now stipulate that the Journeyman Certificate under the Welding Act which is required as a qualification for either a Grade A or Grade B certificate is a First Class Journeyman Certificate. The examination for a Grade A certificate may be taken only by a candidate who has held a Grade B certificate under the Boilers and Pressure Vessels Act or a First Class

Journeyman Certificate under the Welding Act for at least a year. To be eligible to take the Grade B examination a candidate must be qualified as a first class journeyman electric welder under the Welding Act. The number and date of issue of the First Class Journeyman Certificate issued under the Welding Act must be given by an applicant applying for an examination.

The regulations set out the subjects which the written examinations will cover and specify that the practical tests shall be given and graded according to Section IX of the ASME Code. In the written examination, a candidate must obtain 60 per cent of the marks allotted to qualify for a Grade A certificate and 50 per cent for a Grade B certificate.

Provisional certificates valid for a period of 12 months may still be issued at the discretion of the Chief Inspector when qualified welders are not available. They may not be issued, however, to welders with First Class Journeymen's Certificates in electric welding who have had time to qualify for examination for a Grade B certificate.

### **British Columbia Hours of Work Act**

By Regulation No. 21 (1956), gazetted May 17, the Board of Industrial Relations has again exempted the fresh fruit and vegetable industry from the operation of the Hours of Work Act from June 1 to November 30, 1956, inclusive. This means that persons employed in operations in or incidental to the canning, preserving, drying, or packing of any kind of fresh fruit or vegetable may work longer than eight hours a day and 44 hours a week during this period. Punitive overtime rates apply, however, during the period of exemption under a complementary minimum wage order. For some years the Board has required the payment between June 1 and November 30 of time and one-half the regular rate for the first two hours after nine in a day, double time after 11 hours, and time and one-half after 54 hours in a week, provided overtime is not calculated on a daily basis.

### **British Columbia Workmen's Compensation Act Oil and Gas Wells**

The first accident-prevention regulations to be issued by the British Columbia Workmen's Compensation Board especially for oil and gas well-drilling and servicing operations were gazetted on April 26. The regulations were adopted after a public hearing last November and took effect on April 1.

They apply to all employers and workmen concerned with the search for petroleum or natural gas, including well-drilling, and the moving, erection, operation and maintenance of derricks, and of all equipment and processes concerned with the servicing and treatment of wells.

The regulations are in two parts. Part I contains general rules which, except for a few minor changes, are the same as those in the General Accident Prevention Regulations of the Workmen's Compensation Board. Part II sets out special rules respecting drilling equipment and practices, some of which are included among the safety provisions of the regulations under the British Columbia Petroleum and Natural Gas Act, 1954. Others are similar to regulations respecting oil and gas wells issued under the Alberta Workmen's Compensation Act (L.G., 1953, p. 588) and the Saskatchewan Oil and Gas Conservation Act (L.G., 1953, p. 591). The regulations become part of the complete Accident Prevention Regulations of the Board, for a contravention of which a penalty of not more than \$300 may be imposed.

Summarized below are some of the provisions respecting responsibilities and duties, personal protective equipment, lighting, safety requirements for equipment in general use, drilling equipment, blow-out prevention and fire-prevention.

#### *Responsibilities and Duties*

Employers, in addition to ensuring by means of regular inspections by competent persons that all buildings, structures, machinery, and equipment meet the requirements of the regulations, share with supervisors the responsibility of seeing that every workman has received sufficient training to perform the work assigned to him without undue risk to himself or others under all normal conditions. As in other industries under the Workmen's Compensation Act, a safety committee must be maintained in every operation where more than 20 men are employed. If fewer than 20 men are employed, the management must arrange for weekly meetings at which supervisors will lead discussions on safety matters. As many of the crew as possible are to attend these meetings.

Employers must provide the first-aid supplies and equipment specified in the Minimum First Aid Service Requirements issued by the Board. They must also supply the personal protective equipment necessary for the safety of their workmen. A drilling report book for recording reports of inspections and other required information must be kept at every drilling rig.

The regulations state that, in general, and without in any way relieving the employer of his responsibility, tool-pushers and drillers will be held responsible for the safety of the workmen under their supervision. Some specific duties are also assigned to them. The driller is required to test the brakes on the draw works of the drilling rig when he comes on shift. He must not leave the controls while the hoisting drum is in motion. Brakes and hoisting-lines are to be examined weekly by the tool-pusher, who is also responsible for keeping safety belts, lines and fittings in good repair.

Workmen, however, have certain responsibilities for their own safety, and must comply with all regulations which affect or concern their conduct. They must wear clothing suitable for the weather conditions and the work being performed, avoiding loose-fitting or torn clothes that might get caught in moving equipment. Clothing soaked with inflammable matter is to be replaced by clean apparel. Shoes are to be made of substantial material with non-skid soles and heels.

Workmen are also required to wear or use the personal protective equipment provided by the employer. A workman whose careless work habits endanger the lives of others is liable to the penalties provided under the regulations.

#### *Personal Protective Equipment*

Personal protective equipment such as safety hats, goggles and face-shields are to be worn whenever needed. Workmen exposed to substances injurious to the skin are to use protective clothing or other devices. Employers are also to supply suitable masks, helmets and respirators whenever ventilation is inadequate and employees are exposed to injurious gases, fumes or dust. In places where injurious gases are likely to accumulate, two units of suitable respiratory protective devices must be kept in an accessible spot outside the contamination area.

A workman may not enter a storage tank or other confined space before injurious gases have been removed, unless he is equipped with approved breathing apparatus and a strong rope, one end of which is tied around his body and the other fastened to a substantial support outside the tank. Another workman is to be stationed outside the tank ready to effect a rescue, if necessary.

Safety-belts are to be provided for workmen to wear when working above the derrick floor and in certain other dangerous places, such as bins, hoppers or vessels

where the air may be contaminated. Particulars as to fittings of safety-belts and length and strength of the rope are given in both sections of the regulations.

#### *Lighting*

In addition to the general requirement that adequate illumination must be provided in all working areas, the regulations specify that all electrical installations at or near any drilling rig, well, separator, crude-petroleum storage tank or other unprotected source of ignitable vapours must be in accordance with the standards prescribed by the Canadian Electrical Code except where these do not conform with the regulations. Another provision requires metallic parts of containers and conductors of inflammable liquids to be grounded so as to prevent development of static electric sparks.

#### *Equipment in General Use*

Safety standards for vehicles used to transport workmen, for powered mobile equipment, and for the guarding of machinery are set out in Part I. Powered mobile equipment must be equipped with an overhead guard whenever the operator is in danger from falling objects. A shelter must also be provided to protect him from inclement weather. Where power-driven machinery is used, a stopping device must be provided at each machine within easy reach of the operator. Guards are to be installed to protect workmen from revolving or protruding parts, from abrasive wheels and from belts, ropes or chains used for the transmission of power.

Scaffolds, stages, walkways, stairways and ladders are to be constructed in accordance with the General Accident Prevention Regulations. Specifications are set out for ladders installed on derricks. One provision requires all ladders to be caged or provided with platforms not more than 21 feet apart or with other approved derrick-ladder safety equipment. Ladders on sheathed derricks are to be installed in the manner prescribed.

#### *Drilling Equipment*

As in the Alberta regulations, there is a general requirement that derricks, buildings, draw-works, links, elevators, tongs, machinery, tools or other equipment must be constructed, protected, placed and operated so as to afford reasonable safety to persons employed in or around wells. Spudding-in or drilling operations at any petroleum or natural gas well are also prohibited until all moving parts of machinery are completely guarded and



until all stairways, handrails and escape-lines with escape-buggy are adequately installed and securely fastened in position.

No tools, machine parts or material of any kind may be kept in a derrick above the derrick floor, except when in immediate use and then only if care is taken to prevent them falling on workmen below. No machine is to be cleaned, oiled, adjusted or repaired while in motion.

Safety requirements are set out in detail for cellars, floors, derrick platforms, stabbing-boards, gin-poles, crown blocks, fingers and auxiliary escapes. Other provisions deal with guards, counter-weights, hoisting lines, blocks, riding lines and catheads.

Every hoisting line used for well-drilling, well-servicing or well-abandoning operations must have, when new, a rated factor of safety of not less than five based on the manufacturer's specifications of ultimate strength. No line with a factor of safety of less than three may be used. If the weekly examination by the tool-pusher reveals a defect, the hoisting-line is to be replaced immediately.

Workmen are not to ride the hoisting line, travelling block, the travelling-block hook, the elevator or any attached equipment in order to get up or down derricks. Riding on catlines is also prohibited except in emergencies and then only if certain precautions are taken. Workmen climbing a ladder, derrick, mast or any structure, except by way of a stairway or ramp, may not carry on their persons tools, equipment or material weighing more than 25 pounds.

Requirements for pipe and equipment storage-racks and platforms are also laid down. Workmen are not to be allowed on pipe loaded on a vehicle, or on the ground adjacent to a vehicle being loaded unless certain precautions have been taken to prevent the pipe or other material from rolling off.

A wet-box that will prevent liquid being sprayed on workmen must be provided and a hose or pipe should be connected to the bottom to convey the liquid to a place of disposal off the derrick floor.

### *Blowout Prevention*

In proved areas the use of blowout-preventers is obligatory. In unproved areas, all drilling wells are to be equipped with specified blowout control equipment. Controls for the blowout-preventers are to be located at least two feet outside the substructure.

### *Fire Prevention*

As in Alberta and Saskatchewan, strict rules are laid down respecting safeguards

against fires. Smoking is prohibited within 100 feet of any receptacle used for storage, measurement or separation of petroleum or natural gas products and of any petroleum or natural gas wells. Fires may not be located less than 150 feet from any well or any petroleum storage tank. They are also to be safeguarded by mechanical or other means so as not to create a hazard to surrounding property. All waste material must be burned or disposed of in a safe manner at a distance of at least 150 feet from any well, tank or installation. The use of heating or lighting apparatus with a flame or exposed electrical element is prohibited in the drilling-rig dog-house, and within 75 feet of any well or oil storage tank.

Boilers and steam-generating equipment are to be located at least 150 feet from any well, separator or crude petroleum storage tank. Boilers must also be approved by the Chief Boiler Inspector. Any engine, motor or electric switch within 150 feet of a well or storage tank is to be constructed or enclosed so that it is externally sparkproof.

Except for the fuel tanks actually connected to the operating equipment, storage of gasoline or liquid fuel is prohibited within 75 feet of a well. Drainage from the location of a fuel tank must be directed away from the well. Explosives are to be stored in properly constructed magazines at least 500 feet from any place where any drilling or production operation is carried on.

Every drilling rig is to have at least two 20-pound dry powder fire-extinguishers and every boiler house at least two five-gallon non-freeze type fire-extinguishers or two 20-pound dry powder extinguishers, all of which are to be kept in good condition. When a steam pressure of 100 pounds or more is used on or about any rig, a steam hose of specified diameter and length must be placed in the derrick room and securely connected close to the exit.

## **Quebec Mining Act**

Regulations under the Mining Act provide for the establishment of mine rescue stations throughout the province. The previous regulations (O.C. 1719 of October 23, 1947) provided for the establishment of rescue stations in only five areas, the electoral districts of Abitibi East, Abitibi West, Rouyn-Noranda, Temiskaming and Pontiac. The new regulations were made following representations by the Quebec Metal Mines Accident Prevention Association and the Quebec Asbestos Mining Association on behalf of the mine operators

who stated that they were prepared to pay the costs of organization and maintenance.

The Minister of Mines is authorized to organize rescue stations for the mines of the province and to provide equipment and personnel for their operation and maintenance. The person in charge of a rescue station, who is to be appointed under the Civil Service Act, is to instruct and train rescue crews chosen by the mine operator. The Chief Inspector of Mines will determine the number of employees in each mine who are to receive instruction in mine rescue and in the maintenance of rescue equipment.

The regulations which were authorized by O.C. 404 were gazetted on May 12.

### **Saskatchewan Apprenticeship and Tradesmen's Qualification Act**

Regulations under the Apprenticeship and Tradesmen's Qualification Act were amended by O.C. 1055/56, effective June 1, and gazetted May 25. The new regulations set a province-wide ratio of apprentices to journeymen in the motor vehicle mechanics repair trade, the plumbing trade and the electrical trade, and also provide for indenturing apprentices in these trades to the Director of Apprenticeship. Minor amendments were also made to the general apprenticeship regulations.

In the plumbing and motor vehicle mechanics repair trade, the ratio of apprentices to journeymen is still one to three, with one apprentice being allowed where fewer than three journeymen are employed. In the electrical trade, where only one apprentice may be engaged for every journeyman employed, an employer whose business is located outside a city or a five-mile radius is permitted one apprentice even though no journeymen are employed.

Under authority of a 1954 amendment to the Act which allows the Lieutenant-Governor in Council to set a province-wide ratio in any designated trade, the regulations provide that in the motor vehicle mechanics repair trade, the plumbing trade and the electrical trade the number of registered apprentices must not exceed one-third of the total number of journeymen engaged in these trades in the province.

Another amendment made in 1954 was designed to foster apprenticeship training by permitting persons working at a trade, particularly in small establishments in rural areas, to be indentured to the Director of Apprenticeship. One person in any establishment who is not a journeyman and is regularly engaged in the motor vehicle mechanics repair trade or the plumbing trade may now enter into a contract of

apprenticeship with the Director. This rule also applies in the electrical trade except in a city and a five-mile radius of a city.

An amendment to the general regulations raises wages for apprentices during the first 1,000 hours of apprenticeship to the level of the current minimum wage in the area of employment. During this period, apprentices in any designated trade except the electrical trade, the barbering trade and the beauty culture trade must not receive less than the current minimum wage set by the Minimum Wage Board (at present \$26 per week in the cities and nine larger towns, \$24.50 elsewhere) or 40 per cent of the prevailing journeymen's hourly rate or 40 per cent of the average hourly rate paid by the employer to journeymen in the same trade, whichever is the greater. The former rate was 50 cents an hour or one of the percentage rates mentioned above. Wages of apprentices in the beauty culture trade have for some time been subject to the current minimum wage and apprentices in barbering must receive not less than the minimum wage or 60 per cent of their gross earnings, whichever is greater.

An apprentice or tradesman wishing to qualify for higher status must still wait until he is within six months of having the minimum experience required for journeyman status before he applies for examination. However, if he is examined during this period and his examination results are such as to entitle him to a higher status if he had the necessary time credits, he will now be granted the certificate to which he is entitled according to the time credits allowed him at the time of examination. When he has acquired the necessary credits to obtain the higher status, he may then apply for the certificate for which he qualified, paying a \$1 fee, and the certificate will be valid for the same period as the certificate previously issued. When upon attainment of the necessary time credits, his former certificate is not valid, he must pay a fee of \$4 and the certificate of higher status will be valid for the same period as a certificate being renewed.

Some changes were also made in the provisions respecting employers' annual registration fees. In 11 of the designated trades under the Act, an employer must during the month of January in each year pay registration fees of \$2 in respect of each establishment in which the work of the trade is carried on and \$2 for each of the average number of tradesmen employed by him during the preceding calendar year. Where the employer himself works at the trade, one tradesman may be excluded in

determining the average number. The section requiring the payment of registration fees when an employer ceases to employ tradesmen after employing them less than a year was replaced by one providing that fees are payable on or before September 30 for a year in which an employer first begins to employ tradesmen or engage in a trade, provided he commences before September 1.

In such case, the average number of tradesmen employed is to be determined according to the number on the payroll during the week in which September 15 occurs.

The regulations amend provisions in the general and trade regulations authorized by O.C. 2120/53 (L.G., 1953, p. 1816) and in the trade regulations authorized by O.C. 2814/54 (L.G., March 1955, p. 331).

## N.Y. State Adopts New Safety Code Dealing with Radiation Protection

Recognizing the need to safeguard workers from the growing radiation hazards due to the increasing use of radioactive materials and radiation-producing equipment, the State of New York, last December 15, adopted a new safety code dealing with radiation protection, Industrial Code Rule 38.

The Labor Law of the State sets forth safety standards in general terms and authorizes an administrative board, the Board of Standards and Appeals, to make rules dealing with particular hazards. These rules have the full force of law and are enforced by the Division of Industrial Safety Service of the Department of Labor.

As with other such code rules, Rule 38 was prepared after consultation with employers and employees and after public hearings. An advisory committee, on which employers and employees and scientific and medical specialists were represented, worked for two years drafting the code.

The Chairman of the Board of Standards and Appeals, in announcing the adoption of the code, said that it was the first comprehensive state safety code in the field, and the first which is in complete conformity with recent Atomic Energy Commission safety regulations. It complements the Sanitary Code recently adopted by the New York Health Department to protect personnel in hospitals, medical and dental offices, veterinary clinics, and educational and research establishments with the result that the two codes cover most peacetime uses of radiation.

He said that approximately 150,000 workers in the State are employed in industries where exposure to the effects of industrial radiation is possible.

The most significant requirements of the new code relate to registration of radioactive sources, control of exposure, radiation dose limits, record keeping, installation surveys, personnel monitoring equipment, caution labels and signs.

The Code applies to every place and every operation where an employee in the course of his work may be exposed to radiation in excess of one-tenth the permissible weekly dose, except those places and installations subject to the provisions of the Sanitary Code or a federal code. Certain types of equipment and specified quantities of listed radioactive materials are also exempt from all but the labelling requirements.

All installations and mobile services where X-rays or radioactive substances are used must be registered with the Industrial Commissioner. This will enable the Labor Department to know the location, type, degree of hazard and ownership of every radiation source in the State. Existing sources were required to be registered by March 15. Any change that might substantially increase the potential hazard to any employee must also be reported.

Certain steps must be taken to control exposure. The owner of a source creating a defined high radiation area or high airborne concentration area must appoint a radiation safety officer to maintain safety measures and conduct radiation protection surveys. All mobile sources are to be under the supervision of a radiation safety supervisor. Every employee is to be informed of the radiation hazards and carefully instructed in safety measures. Minors under 18 years are not to be exposed to radiation in excess of 10 per cent of the permissible weekly dose limit.

The employer may determine dose limits on a weekly or a quarter-year basis. The weekly dose limits in mrem (a measure of radiation amount and relative effect on living tissue) vary according to the degree of radiation and the extent of exposure. For an employee whose entire body is exposed to radiation from *external sources*, the limit is 300 mrem in the blood-forming organs and the lenses of the eyes, and 600 mrem in the skin. An employee exposed



to radiation from *both external sources and ingested or inhaled* radioactive material must not receive an aggregate dose greater than the specified weekly dose. The dose limit for an employee exposed to radiation from *ingested or inhaled radioactive material* only is 300 mrem in any part of the body. A table setting out the maximum permissible average concentrations of inhaled or ingested radioactive materials is given and continuous inhalation or ingestion of one of the materials listed during a 40-hour work week is deemed to produce a weekly dose limit equivalent to 300 mrem in some part of the body.

Under certain conditions, an employer may permit an employee over 18 years to receive a weekly dose limit greater than the specified limit, provided the dose does not exceed three times the specified weekly limit. The total dose throughout the quarter-year period must not exceed ten times the specified weekly limit. If an employee is exposed to a dose greater than the specified limit, the employer must send a report to the Commissioner within seven days.

Regular surveys are to be made by the radiation safety officer to see that the dose

limits have not been exceeded. Instruments for detecting and measuring radiations or contamination are also to be provided when required and are to be maintained in proper calibration.

Records of surveys, dosimeter readings and physical examinations must also be kept. Radiation records of a discontinued radiation installation are to be sent to the Commissioner.

Appropriate personnel monitoring equipment must be provided whenever an employee in any week is likely to receive a radiation dose which is more than 25 per cent of the weekly limit. This equipment must also be provided and used whenever an employee enters a high radiation area where the dose rate may exceed 100 mrem in any hour.

Standard radiation warning symbols and signs are to be used to indicate the presence of each source of radiation. If the radiation safety officer thinks that personnel monitoring or respiratory equipment is necessary for the safety of employees entering a high radiation area or a high airborne concentration area, signs indicating this requirement must be conspicuously posted.

---

## Recommended Practices for Safe Shoring of Excavations

A handy, pocket-size booklet on shoring methods entitled "Recommended Practices for Safe Shoring of Excavations" has just been issued by the British Columbia Workmen's Compensation Board as a guide for workmen and supervisors. The booklet was published to promote safety in excavation work, where proportionally more fatal accidents occur than in any other branch of the construction industry. It supplements the rules contained in the General Accident Prevention Regulations of the Board.

The booklet, in addition to outlining some of the dangers that may be encountered in excavation work, tells workmen how to deal with particular hazards. To

help them decide the quantities of material necessary to ensure safety, a table showing the earth pressure per cubic foot for the different types of soils has been included. Charts and black and white illustrations are used to explain the proper shoring methods to be used in hard compact soil, in soil likely to crack or crumble and in running material. Prefabricated shoring used in peat bogs and similar bad ground, box shoring, telescopic shoring and foundation shoring are also explained and illustrated.

A number of general rules for safety around excavations, some of which are illustrated, are also included in the 34-page booklet.

---

Henceforth, any local that violates a no-strike edict of the International Brotherhood of Teamsters within the New York State Council area will be liable to "an unlimited fine," it was decided by delegates attending a conference in Montreal last month.

Toronto and Montreal are in the Council area.

No local in the Council has authority to call a strike without first submitting the dispute to a joint committee.

Now, once a union has been ordered to send workers back to their jobs, it must conform. Neglect to do so will call for severe sanctions against the local.

# Unemployment Insurance

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims continued to decline in April, 21 per cent from March and 12 per cent from April 1955. Statistics\* show 292,063 claimants registered in "live" file at end of the month

The decline in the number of initial and renewal claims recorded in the two previous months continued in April.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 135,369 claims were received in local offices across Canada during April—a decline of 21 per cent from the 170,687 claims recorded during March and 12 per cent below the total of 154,260 for April 1955.

Claimants having an unemployment register in the "live file" on April 30 numbered 292,063 (228,257 males and 63,806 females). These are claimants for regular benefit only, no unemployment registers for seasonal benefit claimants being considered active subsequent to the end of the week in which April 15 fell. On March 29, the active file totalled 511,073 (including 149,258 seasonal benefit), of which 415,144 were males and 95,929 were females. On April 29, 1955, regular claimants numbered 353,928 (284,328 males and 69,600 females).

During April, 157,040 initial and renewal claims were adjudicated, comprising 96,902 "entitled to benefit" and 60,138 "not entitled"; the bulk of the latter (83 per cent) were in respect of initial claims on which the minimum contribution requirements were not fulfilled. Disqualifications totalled 19,913 (including those arising from revised and seasonal benefit claims), the chief reasons being: "voluntarily left employment without just cause" 6,690 cases; "not capable of and not available for work" 4,165 cases; and "refused offer of work and neglected opportunity to work 2,117 cases.

New beneficiaries for regular and seasonal benefit during April numbered 126,654, compared with 154,458 in March and 149,259 for April 1955.

Total payments during April (in respect of regular and seasonal benefit) amounted to \$33,201,609, in compensation for 1,743,909

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

weeks, in comparison with \$38,167,352 and 2,008,060 weeks during March. During April 1955, \$33,775,066 was paid in compensation for 10,747,880 days.

The number of complete weeks compensated was 1,628,025, constituting 93 per cent of the total weeks for which payment was made (1,743,909). Of the 115,884 weeks classified as "partial" 71,931 or 62 per cent were weeks during which the earnings reported by the claimant exceeded the level of allowable earnings for his particular benefit rate.

The estimated weekly number of beneficiaries for regular and seasonal benefit during April was 415.2 thousand, compared with 451.5 thousand for March and 496.6 thousand for April 1955.

### Seasonal Benefit

Claims considered for seasonal benefit totalled 50,092 (46,321 initial and 3,771 renewal).

Claims adjudicated numbered 51,125, of which 40,709 (36,253 initial and 4,456 renewal) were entitled to benefit.

### Insurance Registrations

As the annual renewal of insurance books takes place during June, the usual statistics on the number of insurance books and contribution cards issued to employees are not available. The information will be available as from June 1, the first monthly report for 1956-57 being as at June 30, 1956.

At April 30, employers registered numbered 283,930, an increase of 1,298 during the month.

\*See Tables E-1 to E-4 at back of book.

## Enforcement Statistics

During April, 4,602 investigations were conducted by district investigators across Canada. Of these, 3,491 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 1,111 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 66 cases, two against employers and 64 against claimants.† Punitive disqualifications as a

result of claimants making false statements or misrepresentations numbered 435.†

## Unemployment Insurance Fund

Revenue received in April totalled \$20,572,071.77 compared with \$18,932,239.72 in March and \$17,824,336.88 in April 1955. Benefit payments in April amounted to \$33,183,680.49, compared with \$38,151,462.93 in March and \$33,761,052.52 in April 1955. The balance in the fund at April 30 was \$841,586,909.87; at March 31, \$854,198,518.59; and at April 30, 1955, \$870,434,398.12.

†These do not necessarily relate to the investigations conducted during this month.

# Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1238, May 11, 1956

(Translation)

**Summary of the Facts:** The claimant, an employee of Orient Hosiery, at Sherbrooke, Que., had been temporarily laid off and was in receipt of benefit when he fell sick on October 15, 1955. He was still ill and could not return to work on October 17, 1955, when he was recalled by his employer.

On November 4, 1955, the insurance officer informed him that he had been disqualified from receipt of benefit, as of October 16, 1955, pursuant to Section 66 of the Act, because, in his opinion, he had ceased to work by reason of illness; and that this disqualification would be effective for the duration of his illness.

From this decision of the insurance officer, the claimant appealed to a board of referees on November 15, 1955.

The board of referees heard the claimant's case at Sherbrooke on December 1. The claimant and Evangeliste Moreau, business agent for the Central Council of National Syndicates, were present at the hearing. Having taken into account the fact that the claimant had resumed work on November 7, the members of the board unanimously reversed the insurance officer's decision. They held the view that the claimant, being entitled to benefit from the onset of his illness, had, by this very fact, acquired the right to receive benefit during the whole period of his illness "while his entitlement would otherwise continue".

From this decision of the board of referees, the chief claims officer appealed to the Umpire on February 10, 1956, for a decision as to whether or not the disqualification stipulated in the last part of Section 66 was applicable to the claimant's case.

In a letter to the local office, Mr. Moreau maintained on behalf of the claimant that the decision of the board of referees had been given pursuant to Section 29(3) of the old Act, and that, therefore, the provisions of Section 66 of the new Act did not apply.

**Conclusions:** This case originated with the claimant's illness, on October 14, 1955. Consequently it had to be examined in the light of Section 66 of the new Act, effective as of October 2, 1955.

This section reads as follows:

No person who has become entitled to receive benefit and subsequently, while he otherwise continues to be so entitled, becomes incapable of work by reason of illness, injury or quarantine, is disqualified from receiving benefit by reason only of such illness, injury or quarantine, but an insured person who has lost his employment or has ceased to work by reason of illness, injury or quarantine is disqualified from receiving benefit for the duration of the illness, injury or quarantine.

The chief claims officer has contended that the last part of Section 66 which begins with the word "but" applies only to those persons already entitled to benefit and that consequently there might have been reasonable ground for applying to the claimant's case the disqualification referred to in this part.



Whether the above-mentioned part of Section 66 restricts the effect of the first part or whether it refers to another situation, a point which I do not deem necessary to decide in the case at hand, the evidence shows that the claimant has neither lost his employment nor ceased to work "by reason of illness, injury or quarantine".

However, the evidence shows that the claimant had become entitled to receive benefit and subsequently, while he otherwise continued to be so entitled, became "incapable of work by reason of illness".

Therefore, pursuant to Section 66 of the Unemployment Insurance Act, he was not subject to disqualification by reason only of his illness and the appeal is dismissed.

### Decision CUB-1240, May 9, 1956

**Summary of the Facts:** The claimant, a stevedore on the spare board in Vancouver, B.C., had been in receipt of benefit intermittently since May 1955. He was employed at his trade until 8:00 p.m. on Saturday, October 1, when the job on which he was employed was completed. On his way home that night he was involved in a traffic accident and was injured, with the result that he was temporarily incapacitated for work.

On the evidence before him, the insurance officer disqualified the claimant for an indefinite period, as from October 3, pursuant to Section 66 of the Act because, in his opinion, he had ceased to work due to an injury.

From this decision, the claimant appealed to a board of referees on October 28, 1955, contending that his job had been completely finished at 8:00 on October 1 and, therefore, was unemployed when he was injured. This statement was corroborated by L. C. Smith, chief dispatcher of the Shipping Federation of British Columbia. In reply to a request for further informa-

tion, however, Mr. Smith stated that, although the job on which the claimant had been working was completed prior to his accident, there was "ample work for the Monday morning for a man in his category, and it (was) logical to expect that he would have started a new job on October 3".

The board, after having heard the claimant in Vancouver on December 8, disallowed the appeal by a majority decision on the ground that there had been immediate re-employment for him on Monday, October 3, but he had not been able to show up to accept it.

The dissenting member expressed the opinion that what the chief dispatcher had meant was that the claimant could have reported for employment, which is the usual practice for a longshoreman in the extra gang, but there was no guarantee that he would have actually worked on that day.

From the majority decision of the board of referees, the claimant appealed to the Umpire on January 18, 1956.

**Conclusions:** I have given a great deal of thought to this case and I consider that the board of referees was right in deciding that the test to be applied was whether or not there would have been a gap in the claimant's employment as a stevedore, if he had not been injured.

The issue narrows down, therefore, to one of facts and the emphatic statement of the chief dispatcher, that, in view of the prevailing circumstances, it was only logical to assume that the claimant would have started "a new job" on the Monday morning, cannot be ignored.

For these reasons, I consider that the claimant was rightly held to have "ceased to work" by reason of injury within the meaning of Section 66 of the Act, and the appeal is dismissed.

---

### Rehabilitation Workshop

*(Continued from page 837)*

The sessions dealing with the medical aspects of rehabilitation were under the chairmanship of Dr. T. H. Coffey, professor of physical medicine at the University of Western Ontario, who also addressed a public meeting on "Medicine and Rehabilitation". The general chairman of the Workshop was Noel Meilleur, Assistant National Co-ordinator of Rehabilitation, Ottawa.

At the close of the Workshop the members unanimously adopted a resolution calling for similar meetings as a regular event in the Maritimes. The Civilian Rehabilitation Branch of the Department of Labour is now exploring, with the provincial departments concerned, the possibility of holding rehabilitation workshops in other regions of Canada.

# Labour Conditions

## in Federal Government Contracts

### Wage Schedules Prepared and Contracts Awarded during May

#### Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 261 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 164 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Central Mortgage and Housing Corporation..	1	\$ 20,337.00
Defence Construction (1951) Limited.....	2	93,390.00
Department of Defence Production (April)..	142	924,503.00
R.C.M.P. ....	9	76,609.90

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during May

During May the sum of \$33,538.07 was collected from eleven employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 828 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during May

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Belcher Street Marsh N S*: R K Chappell, construction of dyke and/or drainage work. *Elderkin Marsh N S*: Chas W Thompson, construction of dyke and/or drainage work. *Mantua Poplar Grove Marsh N S*: Hennessy & Spicer Ltd, construction of dyke and/or drainage work. *Masstown Marsh N S*: Beale & Inch Construction Ltd, construction of dyke and/or drainage work. *Noel Shore Marsh N S*: J G Webster Ltd, construction of dyke and/or drainage work. *College Bridge N B*: Eric Stiles, construction of dyke and/or drainage work.

### Canadian Arsenals Limited

*Valcartier Que*: Frs. Jobin Inc, construction of oil sewage treatment bldg, Val Rose Plant.

### Central Mortgage and Housing Corporation

*Gander Nfld*: Chisholm Construction Co, installation of sewer & water laterals. *Cornwallis N S*: Eastern Landscape Co Ltd, site improvement & planting. *Chatham N B*: Modern Construction Ltd, construction of school extension. *Pembroke Ont*: James Landscaping, site improvement & planting. *Petawawa Ont*: Bedard-Girard Ltd, installation of electrical distribution system. *Prescott Ont*: James Landscaping, site improvement & planting. *St Thomas Ont*: A N Martin, \*exterior painting. *Windsor Ont*: National Painting & Decorating Ltd, exterior painting; Oldcastle Nurseries, eradication of weeds on lawns of 1,000 units. *Winnipeg Man*: Oswald Decorating Co, exterior painting; Oswald Decorating Co, exterior painting. *Edmonton Alta*: P Janiten, site improvement & planting. *Penhold Alta*: Terminal Construction Co Ltd, site improvement & planting. *Wainwright Alta*: P Janiten, site improvement & planting. *Trail B C*: Cameron Decorators Ltd, \*exterior preventive painting. *Victoria B C*: Robbie & Fell, \*exterior painting. *Whitehorse Y T*: Dawson & Hall Ltd, construction of housing units.

### Department of Citizenship and Immigration

*Abitibi Indian Agency Que*: Paquin Construction Co Ltd, construction of Obedjiwan 2-classroom day school, Obedjiwan Reserve. *St Regis Indian Agency Ont*: Sullivan Bros Construction (Chesterville) Ltd, construction of Chenail 2-classroom day school. *Clandeboye Indian Agency Man*: Bird Construction Co Ltd, construction of Brokenhead one-classroom day school, Brokenhead Reserve. *Clandeboye Indian Agency Man*: Bird Construction Co Ltd, construction of Fort Alexander 2-classroom day school, Fort Alexander #3 Reserve. *Portage la Prairie Indian Agency Man*: R E Turner, construction of Waywayseecappo 2-classroom day school, Lizard Point Reserve. *Duck Lake Indian Agency Sask*: E S Michels Lumber Co, construction of Beardy's 2-classroom day school, Beardy's No 97 Reserve. *File Hills Qu'Appelle Indian Agency Sask*: E S Michels Lumber Co, construction of File Hills Colony 2-classroom day school; Gall's Lumber Yard, construction of Muscowpetung one-classroom day school, Muscowpetung #2 Reserve. *Touchwood Indian Agency Sask*: E S Michels Lumber Co, construction of Poorman 2-classroom day school, Poorman #2 Reserve. *Battleford Indian Agency Sask*: Winslow Bros, construction of Red Pheasant one-classroom day school, Red Pheasant Reserve. *Kamloops Indian Agency B C*: Western Builders & Contractors, construction of Adams Lake one-classroom day school.



## Defence Construction (1951) Limited

*Debert N S*: Central Construction Co, construction of fire hall & outside services, RCAF Station. *Chatham N B*: Canadian National Railways, \*construction of railway spur line. *McGivney N B*: Hazen Bennett, construction of isolation magazine bldg. *Bagotville Que*: International Water Supply Ltd, \*exploratory well drilling, RCAF Station. *Grosse Ile Que*: Creaghan & Archibald Ltd, repairs to walls, bldg #7, CARDE. *Barriefield Ont*: Canadian Comstock Co Ltd, construction of electrical distribution system. *Downsview Ont*: Dupont Construction Ltd, construction of gatehouse, RCAF Station. *North Bay Ont*: Keller Nurseries Ltd, grading, seeding & sodding, RCAF Station. *Uplands Ont*: Western Waterproofing Co of Canada Ltd, \*cleaning & application of Resto-crete to heating plant, National Aeronautical Establishment. *Fort Churchill Man*: Carter Construction Co Ltd, construction of additional classrooms to school. *Winnipeg Man*: Swason Construction Co Ltd, construction of physical training bldg, Fort Osborne Barracks. *Edmonton Alta*: Borger Bros Ltd, construction of storm sewer extension, Griesbach Barracks; Everall Engineering Ltd, construction of parade square, Prince of Wales Armoury; Burns & Dutton Concrete & Construction Co Ltd, construction of administration bldg & outside services, Griesbach Barracks. *Penhold Alta*: Keller Nurseries Ltd, grading & seeding, RCAF Station. *Comox B C*: Harrison & Longland, construction of fire hall extension, RCAF Station. *Massett B C*: Orion Builders Ltd, construction of barrack block, married quarters & removal & relocation of power & telephone cables.

## Building and Maintenance

*Summerside P E I*: Curran & Briggs Ltd, repairs to roads & parking areas, construction of sidewalks & drainage, RCAF Station. *Longueuil Que*: The Steel Co of Canada Ltd, erection of fence, RCN Armament Depot. *Kingston Ont*: Will-Mac Construction Ltd, construction of parking area, Normandy Hall, Fort Frontenac. *North Bay Ont*: H J Kedrosky, provision of power to GCA hardstands, RCAF Station. *Toronto Ont*: A Stroud Ltd, installation of heating system, RCSC, Tape Relay Centre. *Winnipeg Man*: Malcom Construction Co Ltd, addition to Air Navigation School Bldg, RCAF Station; J Kleinfelder Construction Co Ltd, replacement & standardization of sidewalks, RCAF Station; Banfield Lee Co Ltd, construction of hangar bldg (St Charles). *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, repairs to parade square, Currie Barracks.

## Department of Defence Production

(April Report)

*Greenwood N S*: C F Cox Ltd, replacement of roof on hangar #8, RCAF Station. *Montreal Que*: James Ogilvy's Ltd, laying of linoleum & asphalt tile at Armoury, 772 Sherbrooke St. *Centralia Ont*: Ellis-Don Ltd, construction of workshop, RCAF Station. *Clinton Ont*: Weatherproofing Ltd, repairs to underground steam distribution system, RCAF Station. *North Bay Ont*: Stradwick-Brown Ltd, repairs to shower rooms, RCAF Station. *Toronto Ont*: Dupont Construction Ltd, construction of gatehouse, RCAF Station. *Trenton Ont*: Ontario Electrical Construction Co Ltd, exterior lighting of Breadner School & Junior School, Middleton Park. *Claresholm Alta*: Demers & Chisholm Sheet Metal Ltd, installation of canopy in O R Mess, RCAF Station. *Namoo Alta*: Walter Kidde & Co of Canada Ltd, installation of automatic flood system, #7 Supply Depot. *Mission B C*: Bert E Olund, construction of parking area & retaining wall at Armouries. *Vancouver B C*: Floormart Ltd, laying of flooring, RCE, Jericho Beach.

## National Harbours Board

*Montreal Que*: United Dredging Ltd, construction of wharf extension at sections 104 & 110. *Prescott Ont*: Harry L Smith, construction of track shed road at elevator.

## Department of Public Works

*Bonavista Nfld*: Cyril Babb, wharf construction. *Channel Nfld*: Cabot Construction & Supplies Ltd, alterations & additions to post office bldg. *Long Pond (Manuels) Nfld*: McNamara Construction Co Ltd, \*dredging; Cameron Contracting Ltd, harbour development (wharf & breakwater). *Milltown Nfld*: Gulf Maritime Construction Ltd, wharf construction. *St John's Nfld*: Grant-Mills Ltd, repairs to jetties. *Twillingate Nfld*: E J Clarke, harbour improvements (breakwater). *Charlottetown P E I*: M F Schurman Co Ltd, construction of RCMP administration bldg & garage. *South River P E I*: J W & J Anderson Ltd, breakwater repairs. *Victoria P E I*: J W & J Anderson Ltd, repairs to wharf. *Cheticamp N S*: J P Porter Co Ltd, \*dredging. *Clark's Harbour N S*: T C

Gorman (Nova Scotia) Ltd, harbour improvements (wharf, breakwater & dredging). *Forbes Point N S*: Colin R Macdonald Ltd, reconstruction of ice pier. *Fourchu N S*: MacDonald & MacDonald, wharf repairs. *Inverness N S*: Campbell & MacIsaac, \*dredging. *Little Judique Harbour N S*: F W Digdon & Sons Ltd, pier improvements. *Lockeport N S*: J P Porter Co Ltd, \*dredging. *Mabou Harbour N S*: Campbell & MacIsaac, wharf repairs. *Port Medway N S*: Colin R MacDonald Ltd, wharf repairs. *Trout Cove N S*: Timoth & Comeau, breakwater improvements. *Campbellton N B*: Andre F Richard, \*dredging. *Chockfish N B*: J W & J Anderson Ltd, training wall repairs. *Eel River Bridge N B*: J W & J Anderson Ltd, wharf extension. *Hartland N B*: Edwin S Green, alterations to public bldg. *Point Sapin N B*: Yvon Leger, \*dredging. *Richibucto Cape N B*: Roger Leblanc, \*dredging. *Belœil Station Que*: Tracy Construction Inc, partial reconstruction of training pier. *Blackpool Que*: J J Shea Ltd, installation of freight elevator in bus terminal & customs examining warehouse. *Blanc Sablon Que*: La Construction du Nord Enr, wharf extension. *Bonaventure Que*: Fortunat Bernard, wharf repairs & improvements. *Farnham Que*: Methe Freres Ltee, addition & alterations to federal bldg. *Gascons (Anse a Mercier) Que*: Geo K Steele, \*dredging. *Gaspe (Sandy Beach) Que*: Massicotte & Fils Ltee, roadway & wharf improvements. *Gros Cap Que*: Adrien Arseneau, construction of slipway & hauling plant. *Hull Que*: Universal Electric, installation of outlets for cleaning machines, National Printing Bureau. *La Malbaie Que*: Sylvio Asselin, construction of breakwater. *La Tabatiere Que*: Gulf Maritime Construction Ltd, construction of landing pier. *Mechins Que*: Gaspe Construction Inc, wharf reconstruction. *Montmagny Que*: Gaspe Construction Inc, wharf extension & improvements. *Quebec Que*: Tracy Construction Inc, reconstruction & extension, Queen's Wharf; Wilfrid Legare Inc, construction of combined Customs & Immigration Bldg (phase 1), Wolfe's Cove; Jinchereau & Tardif Reg'd, alterations to Uppertown Post Office. *Riviere-au-Tonnerre Que*: Dionne & Canuel, wharf reconstruction. *Riviere-du-Loup Que*: Geo Rouleau, slipway accommodation; J P Porter Co Ltd, \*dredging. *St Augustin Que*: Alphonse Montminy, wharf extension. *Sept-Iles Que*: Jean-Charles Gauthier & J O Pronovost, wharf improvements. *Burlington Channel Ont*: R A Blyth, repairs to north pier. *Dresden Ont*: Clark's Fuel & Supply, alterations to public bldg. *Exeter Ont*: C A McDowell & Co, addition & alterations, post office. *Fort William Ont*: Consolidated Dredging Ltd, \*dredging. *Hamilton Ont*: W H Cooper Construction Co Ltd, alterations & additions to Cornell Bldg. *Hearst Ont*: Denis Charbonneau, construction of post office bldg. *Ottawa Ont*: A Bruce Benson Ltd, alterations to RCMP Seminary Bldg; Edge Ltd, supply & installation of boilers & equipment, Central Heating Plant; Ottawa Iron Works Ltd, installation of new doors, Senate entrance, Parliament Bldg; Leopold Beaudoin Construction Ltd, alterations to National Gallery. *Parry Sound Ont*: Quinney Construction Co Ltd, alterations & addition to public bldg. *Port Colborne Ont*: The Cementation Co (Canada) Ltd, breakwater repairs. *Rockport Ont*: Simpson-Viner Marine, wharf construction. *Toronto Ont*: Penny & Casson Ltd, improvements to plastering, federal bldg. *Winnipeg Man*: Mathews Conveyer Co Ltd, installation of mail handling equipment, Post Office. *Estevan Sask*: P W Graham & Sons Ltd, construction of federal bldg. *Banff National Park Alta*: Standard Gravel & Surfacing of Canada Ltd, grading, culverts & base course, mile 43.3 to 51.1, Trans-Canada Highway; Square M Construction Ltd, grading, culverts & base course, mile 21-31, Trans-Canada Highway. *Claresholm Alta*: Four Square (Alberta) Lumber Ltd, construction of federal bldg. *Hanna Alta*: Greene Construction Co, construction of federal bldg. *Comox B C*: McKenzie Barge & Derrick Co Ltd, harbour improvements (dredging, construction of floats & gangway). *Deep Bay B C*: Harbour Pile Driving Co, construction of boat harbour. *Near Hope B C*: Scuffler Dredge Co Ltd, \*dredging in the Fraser River; Fraser River Dredging Co Ltd, \*dredging in the Fraser River. *Lund B C*: Greenless Piledriving Co Ltd, construction of breakwater. *New Westminster B C*: Star Shipyard (Mercer's) Ltd, \*construction of workshop on scow, Dredge PWD No 322. *Port Alberni B C*: Harbour Pile Driving Co, firewall construction, Assembly Wharf. *Port Clements B C*: Victoria Pile Driving Co Ltd, construction of approach & floats. *Vancouver B C*: Allan & Viner Construction Ltd, alterations to Customs Examining Warehouse. *Yoho National Park B C*: Standard Gravel & Surfacing of Canada Ltd, construction of Leancoil overpass & completion of grading, Trans-Canada Highway, mile 0-4. *Zeballos B C*: West Coast Ventures Ltd, float improvements. *Mills Lake N W T*: Western Construction & Lumber Co Ltd, construction of highway. *Whitehorse Y T*: Dawson & Hall Ltd, construction of hospital & ancillary bldgs.

(Continued on page 911)

# Wages, Hours and Working Conditions

## Shift Work in Canadian Manufacturing

Shift work regularly in effect in 28 per cent of establishments in survey, occasionally in another 17 per cent. Regular shift work most common in rubber products industry. Shift differentials increasing

In April 1955, 28 per cent of the manufacturing establishments reporting to the survey of working conditions stated that regular shift work was in effect. These establishments accounted for 62 per cent of the non-office employees in manufacturing.

Another 17 per cent of the establishments (15 per cent of employees) reported that shifts were worked occasionally.

This article deals with the survey results in two parts: (1) the extent of shift work, and (2) the size and type of differentials in those plants that reported regular shift work. Table 1 gives, by 17 subdivisions of manufacturing, the extent of shift work, both regular and occasional, in establishments participating in the survey. Table 2 shows a distribution of establishments reporting regular shift work (and employees in those establishments), according to the differentials paid for afternoon and night shifts. A further subdivision is given in Table 2 between two-shift and three-shift operations.

### Extent of Shift Work

By far the majority of establishments which reported shift work indicated that it was on a regular basis. In only two industries, tobacco and wood products, more establishments reported occasional shift work than regular, and in these two industries seasonal operations may have considerable bearing on their work schedules.

The highest incidence of regular shift work in any group was in the rubber products industry, where it was reported by 22 of the 32 establishments. These 22 establishments employed 91 per cent of the workers in the industry. The incidence was also high in products of petroleum and coal (71 per cent), paper products (57 per cent), and textiles (51 per cent).

### Size and Types of Shift Differentials

In plants where three-shift operations are common, differentials for the second shift were usually smaller than those for the

The annual survey of working conditions conducted by the Department in April of each year covers about 6,500 manufacturing establishments, most of which have 15 or more employees. In 1955, replies were received from 6,393 establishments, in which the non-office employees numbered 765,500. This article is based on replies received to a question dealing with shift work included in the 1955 survey questionnaire.

third. In 1955, more than 28 per cent of the establishments giving information for the second (or afternoon) shift reported premium pay of more than 5 cents per hour. The equivalent figure for the third (or night) shift was almost 60 per cent.

As shown in Table 2, differentials of 3, 5, 6 or 7 cents were common for the afternoon shift, while for the night shift, 5, 7, 8 and 10 were typical.

In plants working a two-shift operation, 44 per cent reported second-shift differentials of more than 5 cents per hour. The second shift in this case could mean either an afternoon shift, beginning at the close of the day operations, or a night shift beginning in the evening and ending in the early morning.

Some establishments reported the practice of paying differentials as a percentage of wages instead of in cents per hour. This practice was more common in two-shift than in three-shift operations.

Since the date of the last previous survey of shift work (April 1953), little change was evident in the incidence of shift work. About the same proportion of establishments as before reported regular shift work; a somewhat larger proportion than before reported occasional shift work.

The size of differentials tended to increase slightly between the two surveys. Payments higher than 5 cents were reported a little more frequently in 1955 than in 1953. (See L.G., Dec. 1954, pp. 1761-4.)



**TABLE 1.—EXTENT OF SHIFT WORK IN MANUFACTURING, APRIL 1, 1955**

Industrial Groups	Survey Coverage		Proportion Reporting Shift Work (percentages of total coverage)					
			Regular Shift Work		Occasional Shift Work		Total	
	Estab- lishments	Plant Em- ployees	Estab- lish- ments	Plant Em- ployees	Estab- lish- ments	Plant Em- ployees	Estab- lish- ments	Plant Em- ployees
	No.	No.	%	%	%	%	%	%
Food and Beverages.....	1,053	89,800	27.9	57.4	20.3	21.8	48.2	79.2
Tobacco and Tobacco Products.....	23	8,072	4.3	8.7	26.1	27.4	30.4	36.1
Rubber Products.....	32	14,450	68.7	91.3	15.6	7.8	84.3	99.1
Leather Products.....	214	18,665	4.7	12.9	4.7	5.7	9.4	18.6
Textiles (except Clothing).....	280	47,652	50.7	81.1	13.9	7.9	64.6	89.0
Clothing (Textile and Fur).....	649	54,658	12.2	18.9	5.7	9.2	17.9	28.1
Wood Products.....	769	57,570	17.4	42.2	20.4	18.2	37.8	60.4
Paper Products.....	295	64,333	57.3	91.1	10.5	3.3	67.8	94.4
Printing, Publishing and Allied Industries.....	454	28,189	32.8	62.0	18.1	18.5	50.9	80.5
Iron and Steel Products.....	783	114,938	28.8	67.4	26.8	22.6	55.6	90.0
Transportation Equipment.....	680	116,837	23.5	70.2	13.5	14.4	37.0	84.6
Non-ferrous Metal Products.....	182	38,103	28.6	79.9	20.9	9.5	49.5	89.4
Electrical Apparatus and Supplies.....	186	41,458	29.0	60.1	28.5	30.2	57.5	90.3
Non-Metallic Minerals.....	217	18,644	41.5	75.9	11.5	8.2	53.0	84.1
Products of Petroleum and Coal.....	59	9,515	71.2	94.7	5.1	1.9	76.3	96.6
Chemical Products.....	328	29,355	39.0	66.1	13.1	15.0	52.1	81.1
Miscellaneous Manufacturing.....	189	13,312	18.5	35.8	10.5	15.2	29.0	51.0
Manufacturing (Total).....	6,393	765,551	28.0	62.6	16.7	15.4	44.7	78.0

**TABLE 2.—SIZE AND TYPE OF SHIFT DIFFERENTIALS IN MANUFACTURING**

Distribution of establishments (and employees in those establishments) according to differentials for specified shifts, April 1, 1955.

Differentials	Three-Shift Operation				Two-Shift Operation	
	Second (or Afternoon Shift)		Third (or night Shift)		Second of Two Shifts	
	Estab- lish- ments	Employees*	Estab- lish- ments	Employees*	Estab- lish- ments	Employees
	%	%	%	%	%	%
Reporting Cents-per-Hour Differentials..	93.1	92.1	92.1	89.2	82.4	84.5
3 cents or less.....	18.8	18.9	1.6	1.2	5.3	5.7
4 cents.....	6.1	3.3	2.2	.6	3.7	2.5
5 cents.....	29.9	34.6	28.5	26.8	29.0	35.3
6 cents.....	12.7	9.7	9.3	7.2	10.9	8.9
7 cents.....	14.6	13.0	14.3	18.1	13.2	14.9
8 cents.....	1.5	.9	9.5	7.5	2.1	1.7
9 cents.....	2.1	1.9	6.5	6.9	2.0	2.3
10 cents.....	5.0	4.9	13.0	12.1	10.5	7.3
More than 10 cents.....	2.4	4.9	7.2	8.8	5.7	5.9
Reporting Percentage Differentials.....	6.9	7.9	7.8	10.8	17.1	15.2
Reporting Other Types of Differentials..	—	—	.1	—	.5	.3
Total Number Reporting Differentials.....	740	309,534	740	319,298	810	254,819

\* Figures and percentages shown in these columns apply to employees in establishments reporting differentials and not to those receiving such differentials. The difference in employees under second and third shift columns is due to the fact that some establishments gave information on differentials for one shift but not the other. The fact that the number of establishments is the same in both columns is coincidental.

# Profit-Sharing Plans in Canadian Manufacturing

One out of every 25 establishments surveyed reported profit-sharing plan. Firms with plans employed almost five per cent of the plant workers covered in survey. Of 266 plants with a plan, 181 in Ontario

Establishments numbering 266, or one out of every 25, in Canadian manufacturing reported that they had a profit-sharing plan, according to the April 1954 survey of working conditions. These establishments employed almost 5 per cent of the more than 800,000 plant workers covered by the survey.

The survey of working conditions from which these statistics were gathered is conducted annually by the Economics and Research Branch of the Department of Labour. It includes most of the establishments in Canada employing 15 or more employees. In the 1954 survey, employers were asked: "Do you have a formal profit-sharing plan covering the majority of your employees?"

A supplementary question was asked: "Does the plan stipulate the proportion of profits to be shared?" The replies to this question indicated that more than half the plans follow this practice (see Table 1).

The returns to these two questions showed that office workers as well as plant workers are almost invariably included in the profit-sharing plans.

While replies to the 1954 survey did not provide details as to the operation of profit-sharing plans, it is known that a wide variety of arrangements have been devised. Most of these can be classified in four general groups: (1) cash plans calling for a periodical distribution of a specified percentage of profits; (2) wage-dividend plans providing for distribution of a certain proportion of declared dividends; (3) stock-ownership plans in which employees are given shares of company stock; and (4) deferred plans in which a percentage of profits is accumulated in a trust fund, to be distributed to employees under certain specified circumstances such as retirement or other contingency.

A fifth type of plan having some of the elements of profit sharing is a production-sharing and cost-savings plan. This plan provides for a division of savings resulting from reduced labour costs or other production costs controllable by employees. It is sometimes called indirect profit sharing. This type of plan is frequently identified with the name of Joseph Scanlon in the

United States and has usually been introduced through union-management co-operation.

All these types of plans, however, answer to two requirements which are important for legitimate profit sharing: (1) an advance announcement that the plan is in effect, and (2) an actual and apparent relationship to profits. In addition, although profit-sharing plans in these five categories differ widely in mechanics and formulae, they are all essentially alike in (1) their goals; (2) the elements required for a sound plan; (3) the possibilities of failure; (4) the process of drawing up the plan and (5) the means of presenting the plan to employees.

Analysis of the results by industry did not show any particular concentration of profit-sharing plans in any one industry. Most of the 266 reported plans were found in food and beverages, iron and steel products, transportation equipment and wood products (see Table 2). The remainder were spread over the rest of the 17 major industries, except tobacco and tobacco products, where no plan was reported. In addition, in no industry were the plans reported in more than 10 per cent of the establishments. The proportion of their occurrence in each industry (excepting tobacco and tobacco products) varied from 1.4 per cent in clothing, to almost 10 per cent in electrical apparatus and supplies. Most of the industries fell in the range between just less than 3 per cent to just more than 6 per cent.

From the point of view of the number of employees, the spread pattern of profit-sharing plans differed a little from their spread pattern by plants. More than one-half of the 37,861 employees employed in establishments with profit-sharing plans were in food and beverages, iron and steel products, non-ferrous metal products and electrical apparatus and supplies. Of the total employees covered by the survey in each industry (excepting tobacco and tobacco products), the proportion employed in plants having a profit-sharing plan varied from as low as .8 per cent in paper products to as high as 17 per cent in non-ferrous metal products.

An analysis by provinces showed that by far the largest number of plans occurred in Ontario. Of the 266 plants in Canadian manufacturing having profit-sharing plans (and employing 37,861 employees), 181, employing 28,981, were in Ontario. This accounted for 6.1 per cent of the plants and 7.2 per cent of the manufacturing plant employees in Ontario. Among the remaining seven provinces (Newfoundland and Quebec excepted), profit-sharing plans occurred in at least 2 per cent of the establishments and none, with the exception of

Prince Edward Island, had more than 6½ per cent of their establishments with a profit-sharing plan.

On the whole, the statistics tend to show the prevalence of these plans in small and medium-sized establishments. This would probably be expected since in these, rather than in large-sized establishments, a closer personal relationship has an opportunity to exist between employer and worker and, more important, the worker can more clearly see the connection between his effort and the profitability of the firm.

**TABLE 1.—PROFIT-SHARING PLANS IN CANADIAN MANUFACTURING, APRIL 1, 1954**

	Non-Office Workers			
	Establishments		Workers	
	Number	Per Cent	Number	Per Cent
Having profit-sharing plans.....	266	4.0	37,861	4.7
No plan reported.....	6,418	96.0	764,675	95.3
Stipulating proportion of profits to be shared.....	152	2.3	17,752	2.2
Not stipulating proportion of profits to be shared.....	100	1.5	13,144	1.6
No information on proportion shared.....	14	.2	6,965	.9
Total coverage.....	6,684	100.0	802,536	100.0

**TABLE 2.—PROFIT-SHARING PLANS IN CANADIAN MANUFACTURING, BY INDUSTRY, APRIL 1, 1954**

Industry	Survey Coverage		Profit-Sharing Plans Reported			
	Establishments	Non-Office Workers	Establishments		Non-Office Workers	
	No.	No.	No.	%	No.	%
Food and Beverages.....	1,062	86,335	44	4.1	8,689	10.1
Tobacco and Tobacco Products.....	25	7,676				
Rubber products.....	34	14,382	1	2.9	154	1.1
Leather Products.....	248	21,404	10	4.0	1,068	5.0
Textile Products (except clothing).....	295	46,910	13	4.4	2,806	6.0
Clothing (Textile and Fur).....	724	62,207	10	1.4	1,492	2.4
Wood Products.....	821	59,017	24	2.9	2,031	3.4
Paper Products.....	302	65,645	8	2.7	501	.8
Printing, Publishing and Allied Industries.....	476	28,273	17	3.6	841	3.0
Iron and Steel Products.....	809	122,684	37	4.6	4,569	3.7
Transportation Equipment.....	717	127,711	32	4.5	1,986	1.6
Non-Ferrous Metal Products.....	176	38,018	10	5.7	6,481	17.0
Electrical Apparatus and Supplies.....	195	47,159	19	9.7	3,176	6.7
Non-Metallic Mineral Products.....	245	21,416	8	3.3	552	2.6
Products of Petroleum and Coal.....	62	9,407	2	3.2	157	1.7
Chemical Products.....	296	29,844	19	6.4	1,132	3.8
Miscellaneous Manufacturing.....	197	14,448	12	6.1	2,226	15.4
Total Manufacturing.....	6,684	802,536	266	4.0	37,861	4.7



# Strikes and Lockouts

## Canada, May 1956\*

An increased number of work stoppages arising out of industrial disputes during May 1956 involved a substantial number of workers and caused a sharp increase in the time loss compared with the previous month and with May 1955.

Stoppages in four cotton textile mills in Quebec involved 5,784 workers and caused a time loss of 93,100 man-working days, or 68 per cent of the total idleness for the month.

In May 1956 preliminary figures show a total of 33 strikes and lockouts in existence, involving 17,855 workers, with a time loss of 136,510 man-working days, compared with 20 strikes and lockouts in April 1956, with 2,772 workers involved and a loss of 10,050 days. In May 1955 there were 17 strikes and lockouts, 3,200 workers involved and a loss of 40,500 days.

For the first five months of 1956 preliminary figures show a total of 80 strikes and lockouts, involving 42,463 workers, with a loss of 736,570 days. In the same period in 1955 there were 55 strikes and lockouts, 18,361 workers involved and a loss of 321,275 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in May 1956 was 0.16 per cent of the estimated working time; April 1956, 0.01 per cent; May 1955, 0.05 per cent; the first five months of 1956, 0.17 per cent; and the first five months of 1955, 0.07 per cent.

The demand for increased wages was a factor in 22 of the 33 disputes in existence during May. Of the other disputes, six arose over conditions of work, two over suspensions or dismissals of workers, two over union questions and one over reduced hours.

Of the 33 strikes and lockouts in existence during May, five were settled in favour of the workers, three in favour of the employer, six were compromise settlements and five were indefinite in result, work being resumed pending final settlement. At the end of the month 14 disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are

no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal, Que., on April 20, 1955.

## Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in March 1956 was 280 and 19 were still in progress from the previous month, making a total of 299 during the month. In all stoppages of work in progress, 52,200 workers were involved and a time loss of 384,000 days caused.

Of the 280 disputes leading to stoppages of work that began in March, 42, directly involving 6,200 workers, arose over demands for advances in wages, and 86, directly involving 11,200 workers, over other wage questions; five, directly involving 800 workers, over questions as to working hours; 33, directly involving 3,800 workers, over questions respecting the employment of particular classes or persons; 109, directly involving 7,200 workers, over other questions respecting working arrangements; three, directly involving 200 workers, over questions of trade union principle; and two, directly involving 100 workers, were in support of workers involved in other disputes.

### United States

Preliminary figures for April 1956 show 350 work stoppages resulting from labour-management disputes beginning in the month, involving 140,000 workers. The time loss for all work stoppages in progress during the month was 1,500,000 man-days. Corresponding figures for March 1956 were 250 stoppages involving 50,000 workers and a loss of 2,000,000 days.

\*See Tables G-1 and G-2 at back of book.

Final figures for 1955 show a total of 4,320 work stoppages beginning in the year, involving 2,650,000 workers, with a time loss of 28,200,000 man-days for all stoppages in effect or 0.26 per cent of the estimated

working time of all workers. Corresponding figures for 1954 were 3,468 stoppages, 1,530,000 workers involved and a loss of 22,600,000 man-days or 0.21 per cent of the estimated working time of all workers.

## Prices and the Cost of Living\*

### Consumer Price Index, June 1956

Canada's consumer price index (1949=100) advanced 1.0 per cent from 116.6 to 117.8 between May and June 1956. This was the largest monthly increase in the index in several years and compares with an index of 115.9 a year ago.

Although four of the five component groups moved higher in the period, the increase in the total index was almost entirely due to a sharp advance in the food series.

Foods rose 2.9 per cent from 109.3 to 112.5 on the strength of an exceptionally strong seasonal increase in potatoes, combined with increases in coffee, fresh fruits and vegetables, and all meat items.

The shelter index moved up 0.4 per cent from 132.1 to 132.6 as a result of increases in both the rent and home-ownership components. The advance in the rent index reflected changes associated with the traditional May 1 moving date.

The household operation index increased fractionally from 116.5 to 116.7 under the influence of higher prices for laundry and dry cleaning, floor coverings, utensils and equipment, and shoe repairs. Further seasonal declines in coal prices were reported.

The other commodities and services index moved from 120.5 to 120.6 as further price increases for men's haircuts, as well as higher quotations for personal care items and bus fares, proved more important than minor decreases for camera film and gasoline.

Clothing decreased from 108.8 to 108.6 as lower prices for women's and children's wear groups were only partially offset by increases for men's shoes.

Group indexes one year earlier (June 1955) were: food 111.0, shelter 129.2, clothing 107.8, household operation 116.1 and other commodities and services 117.8.

### City Consumer Price Indexes, May 1956

Seven of the ten regional consumer price indexes (1949=100) declined between the beginning of April and the beginning of May 1956. The decreases ranged from 0.9 per cent in Vancouver to 0.1 per cent in Halifax, Saint John and Montreal. The index was unchanged in Ottawa and increased 0.7 and 0.4 per cent in St. John's and Toronto, respectively.

Food indexes were lower in all but the latter two cities. Decreases were reported for coffee and tomatoes while prices were higher for eggs, potatoes and some beef cuts. The shelter indexes were unchanged in five cities and up slightly in the other five. Little movement occurred in the clothing indexes: five were unchanged, two increased fractionally and three moved to lower levels. Household operation indexes had varied movements: three increased, three were unchanged and four declined. The Vancouver decrease was mainly due to seasonal declines in fuel prices. The other commodities and services indexes were higher in seven of the ten regional cities as increases were fairly general for theatre admissions and women's hairdressing. The index was unchanged in one city and slightly lower in the other two.

Regional consumer price index point changes between April and May were as follows: Vancouver -0.9 to 117.7; Winnipeg -0.4 to 116.1; Saskatoon-Regina -0.3 to 114.6; Edmonton-Calgary -0.3 to 114.3; Halifax -0.1 to 114.7; Saint John -0.1 to 117.5; Montreal -0.1 to 116.6; St. John's +0.7 to 106.6;\* Toronto +0.4 to 119.1. Ottawa remained unchanged at 117.7.

### Wholesale Prices, May 1956

Showing its seventh consecutive monthly advance, Canada's general wholesale price index (1935-39=100) rose to 225.3 in May from 224.5 in the preceding month. The increase over last year's May index (217.8)

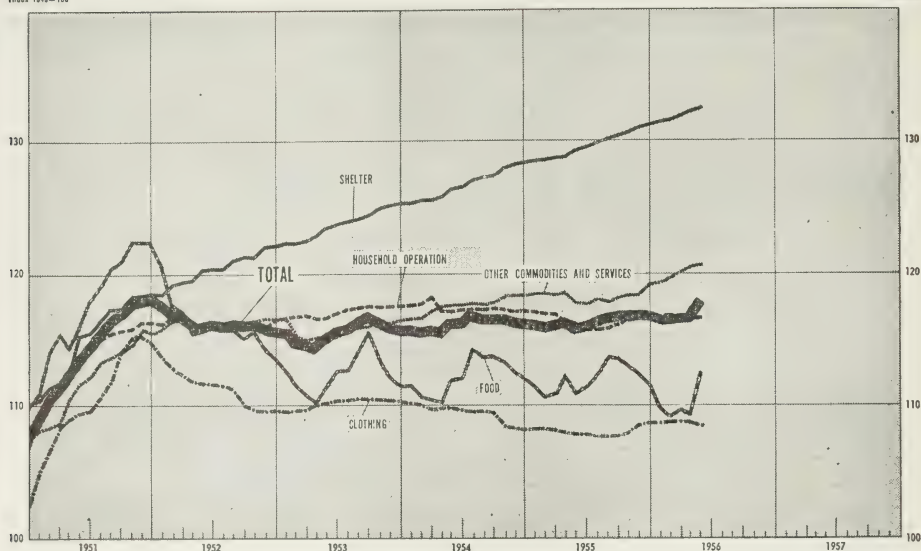
\*See Tables F-1 and F-2 at back of book.

\*On base June 1951=100.

# CONSUMER PRICE INDEX FROM JANUARY 1951

Index 1949=100

Index 1949=100



was 3.4 per cent. The movement of the eight component groups was mixed, three advancing, four receding and one remaining unchanged.

Animal products, which had shown a slight increase in April after several months of decline, registered the largest gain, moving up 1.5 per cent to 221.4. Vegetable products rose 0.9 per cent to 198.4.

Increases in wire and wire rods moved iron and its products up 0.4 per cent to 237.0. Non-metallic minerals and their products showed the largest decline with a drop of 0.8 per cent to 178.8 caused largely by seasonal decreases in United States anthracite coal, coke, and sand and gravel.

Wood, wood products and paper receded 0.2 per cent to 306.0 when an easier rate of exchange for the United States dollar in Canadian funds was reflected in lower export prices for newsprint, woodpulp and cedar shingles. Weakness in the United States dollar was also responsible for decreases in gold and silver, which, along with a decrease in tin, caused non-ferrous metals to decline 0.1 per cent to 207.2. Fibres, textiles and textile products also declined 0.1 per cent to 228.9. Chemicals and allied products held steady at 180.9.

**The Canadian farm product prices index** at terminal markets advanced 3.6 per cent to 207.7 from 200.4 in April. An increase of 5.2 per cent in field products again mainly reflected sharply higher potato

prices on eastern markets and lesser gains in the West. The animal products index rose 2.6 per cent from 232.0 to 238.0 as spring lambs came onto eastern markets at seasonably high levels and lesser gains took place in steers, hogs, and western egg prices.

**Residential building material prices** rose fractionally; the index changed from 293.4 to 294.1.

**The non-residential building material prices index** (1949=100) also registered a small gain from 127.2 to 127.4.

## U.S. Consumer Price Index, May 1956

The biggest spurt in three years in the United States consumer price index (1947-49=100) was recorded between mid-April and mid-May. A rise of 0.4 per cent from April's 114.9 put the index at 115.4.

This was equal to the record high set in October 1953 and was 1.1 per cent higher than a year earlier.

A further rise to a new peak in the next two or three months was predicted by Ewan Clague, Chief of the Bureau of Labor Statistics, U.S. Department of Labor, who said "the index is bound to be strong in the next few months, until harvesting, beginning in August, puts some downward pressure on food prices".

The latest rise was the third in a row.



## U.K. Index of Retail Prices, March 1956

The United Kingdom index of retail prices for mid-March was 101.3 (Jan. 1956=100).

The Ministry of Labour claims that the spending habits of nine British households in ten are reflected in the new index. Left out are homes where the head of the house earned more than £20 a week in 1953, when the survey was taken, and where three-quarters of the income came from national insurance and national assistance. The reason is that spending patterns of these groups differ considerably from the vast majority and would distort the average.

The inquiry that eventually led to the new index started in 1953 with the choice of a large and representative selection of households spread throughout London, the big provincial cities, smaller urban areas and the rural districts. Over a period of a year, detailed records of spending were collected from about 12,000 different households ranging from persons living alone to families as big as 15.

From these the Ministry's committee selected the range of goods and services which they felt represented the pattern of the average household's spending. Compared with the list of goods and services used to calculate the index which had been in force since 1947, 80 new items were in-

cluded, making in all a total of 350. For the first time television sets, nylons, and second-hand cars were put on the list of items whose price movements are watched.

Because there is such a large number of items included in the index, the weights are expressed as proportions of a total of 1,000. Out of this 1,000 the weight given to food is 350, to fuel and light 55, and clothing and footwear 106. The main groups of expenditure are food, alcoholic drink, tobacco, housing, fuel and light, durable household goods, clothing and footwear, transport and vehicles, miscellaneous goods (which include such items as newspapers, toilet requisites, and toys) and services (which include postal services, entertainment, domestic help, hairdressing, shoe repairs and laundry).

The new index was compiled because the previous index had been based on a household expenditure inquiry made in 1937-38 covering wage earners and small salary earners only. Though it had been adjusted to take account of postwar conditions, there was general agreement that a new inquiry was essential to reflect more completely present-day conditions.

The new index is only the third that Britain has had in some 40 years, the first being brought in on the basis of Edwardian workers' spending; it lasted from the First World War until after the Second.

---

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 95.

### Accident Prevention

1. NATIONAL BOARD OF FIRE UNDERWRITERS. *Standards for the Installation, Maintenance and Use of First Aid Fire*

*Appliances as recommended by the National Fire Protection Association*. New York, 1955. Pp. 52.

2. NATIONAL SAFETY COUNCIL. *Supervisors Safety Manual; Better Production without Injury and Waste from Accidents*. Chicago, 1956. Pp. 354.

This book was prepared for the supervisor because he is responsible for job training and for making the worker safety conscious.

### Business

3. CONFERENCE ON RESEARCH IN INCOME AND WEALTH. *Input-Output Analysis, an Appraisal; a Report of the National Bureau of Economic Research*, New York. Princeton, Princeton University Press. 1955. Pp. 371. Papers delivered at the Conference held in October 1952.

Partial Contents: Some Basic Problems of Empirical Input-Output Analysis, by Wassily Leontief. The Nature and Uses of Interindustry-Relations Data and Methods, by W. Duane Evans and Marvin Hoffenberg. Research required for the Application of Interindustry Economics, by J. D. Norton. A Survey of Current Interindustry Models by Frederick T. Moore. Input-Output Analysis of the Puerto Rican Economy, by Amor Gosfield.

4. JEHRING, JOHN JAMES. *Profit Sharing for Small Business*. Evanston, Ill., The Profit Sharing Research Foundation, 1955. Pp. 53.

This study assembles and presents data from a representative group of small companies with profit-sharing plans.

5. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Automobile Plans for Salesmen*, by George M. Umemura. New York, 1955. Pp. 63.

A survey of the use of automobiles in selling. There are three common means used by companies to provide their salesmen with automobile transportation. These are: 1. Buying cars and assigning them to sales force; 2. Leasing cars on a long-term agreement; and 3. Reimbursing salesmen for the use of their personal cars for company business.

6. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Forecasting in Industry*, by Solomon Ethe. New York, c1956. Pp. 76.

This report tells how some companies forecast sales.

7. U.S. SMALL BUSINESS ADMINISTRATION. *Management Aids for Small Business; Annual No. 1*. Edited by Edward L. Anthony. Washington, G.P.O., 1955. Pp. 184.

This is a compilation of 31 issues of the biweekly publication, "Management aids for small business." This series is designed for top executives in small business.

## Cost and Standard of Living

8. CANADA. BUREAU OF STATISTICS. *City Family Expenditure, 1953*. Ottawa, Queen's Printer, 1956. Pp. 48.

"In addition to showing family expenditure patterns according to locality, family size and composition, and levels of expenditure, this report furnishes detailed information on expenditure in five urban centres on almost 400 items of expenditure." Cf. Preface.

9. CANADA. BUREAU OF STATISTICS. *Urban Family Food Expenditure, 1953*. Ottawa, Queen's Printer, 1955. Pp. 28.

"... The present report provides background material for the survey families dealing with family composition and income along with

information related to the age of the family head. It also shows average food expenditures classified by family type and by income."

10. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Cost of Living for Women Workers, New York State, September 1955*. New York, 1956. Pp. 49.

## Economic Conditions

11. U.S. BOARD OF GOVERNORS OF THE FEDERAL RESERVE SYSTEM. CONSULTANT COMMITTEE ON GENERAL BUSINESS EXPECTATIONS. *An Appraisal of Data and Research on Businessmen's Expectations about Outlook and Operating Variables; Report...* submitted at the Request of the Subcommittee on Economic Statistics of the Joint Committee on the Economic Report. Washington, 1955. Pp. 200.

Martin R. Gainsbrugh, chairman of Committee.

The scope of the Committee's investigation was confined to:

"1. The role assigned to business expectations in economic theory...

"2. Description, appraisal and critique of several of the existing short-run measures of direct business expectations...

"3. A review of existing indirect measures of business temper and tempo...

"4. How business expectations are formed and influenced..."

12. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *Reports of Federal Reserve Consultant Committees on Economic Statistics*. Hearings before the Subcommittee on Economic Statistics of the Joint Committee on the Economic Report, Congress of the United States, Eighty-fourth Congress, first session, pursuant to sec. 5(a) of Public law 304, 79th Congress... Washington, G.P.O., 1955. Pp. 722.

Hearings held July 19-Oct. 5, 1955.

Hearings on, and reports of five consultant committees appointed by the Board of Governors of the Federal Reserve System. These five Committees are: Business Plant and Equipment Expenditure Expectations; Savings Statistics; Consumer Survey Statistics; Inventory Statistics; and General Business Expectations.

13. MEADE, JAMES EDWARD. *The Belgium-Luxembourg Economic Union, 1921-1939; Lessons from an Early Experiment*. Princeton, N.J., International Finance Section, Department of Economics and Sociology, Princeton University, 1956. Pp. 41.

This pamphlet gives a brief description of the economic principles and the machinery of the Belgium-Luxembourg Economic Union.

## Education, Vocational

14. EXPERT WORKING GROUP ON TECHNOLOGICAL CENTRES. *First Expert Working Group on Technological Centres, Copenhagen, 10 May to 4 June 1954*. New York, United Nations, 1955. Pp. 119.

The Working Group made a survey of technological institutes in Denmark with a view to setting up similar institutes in under-developed countries.

15. NATIONAL INSTITUTE OF ADULT EDUCATION. *Liberal Education in a Technical Age; a Survey of the Relationship of Vocational and Non-Vocational Further Education and Training*. London, Max Parrish, 1955. Pp. 128.

The Institute set up a Committee of Enquiry "to enquire into the relationship between the vocational and non-vocational elements in further education and training".

## Industrial Relations

16. GREAT BRITAIN. COURT OF INQUIRY INTO A DISPUTE IN THE LONDON DOCKS. *Final Report*. London, H.M.S.O., 1954. Pp. 23.

The Court of Inquiry looked into a dispute between employers represented by the employers' side of the Port of London Local Joint Committee and workers who are members of the National Amalgamated Stevedores and Dockers.

17. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Codetermination in Practice*, by William H. McPherson. Urbana, 1955. Pp. 499-519.

The author defines codetermination as follows: "The essence of codetermination is an equal partnership of ownership and labour in the operation of the enterprise." This is a study of codetermination in two steel companies in a Ruhr city in Western Germany.

18. QUEBEC (CITY). UNIVERSITÉ LAVAL. DÉPARTEMENT DES RELATIONS INDUSTRIELLES. *Problèmes d'Autorité au Sein de l'Entreprise*. Québec, Les Presses Universitaires de Laval, 1955. Pp. 152.

At head of title: *Dixième Congrès des Relations Industrielles de Laval*.

Partial contents: Evolution dans les structures d'autorité. Évolution du champ de négociation de la convention collective. Rôle et responsabilité du contremaître dans l'entreprise. Rôle et responsabilité du délégué d'atelier dans le syndicat. Contacts et conflits entre contremaître et délégué d'atelier.

19. SPERO, STERLING DENHARD. *Labor Relations in British Nationalized Industry*. New York, New York University Press, 1955. Pp. 83.

A study of nationalization in British industry. Nationalization has not meant radical changes. Taxation, social legislation,

government regulation and collective bargaining have already achieved many of the objectives which government ownership was supposed to attain.

20. VICTORIAN EMPLOYERS' FEDERATION. *Arbitration: the Views of A. E. Monk, A. P. Aird and M. M. Stewart as expressed in a Series of Lectures sponsored by The Victorian Employers' Federation*. Melbourne, 1955. Pp. 28.

Mr. Monk is president of the Australian Council of Trade Unions. Mr. Aird is a lawyer who represents employers. Mr. Stewart was formerly Industrial Registrar of the Commonwealth Court of Arbitration and now is a Conciliation Commissioner.

## Insurance, Unemployment

21. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Employer's Handbook on Unemployment Insurance*. 12th ed. Ottawa, Queen's Printer, 1955. Pp. 16.

This booklet helps the employer to apply the Unemployment Insurance Act to his business.

22. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Worker's Handbook on Unemployment Insurance*. 9th ed. Ottawa, Queen's Printer, 1955. Pp. 18.

This booklet helps the reader to understand the Unemployment Insurance Act.

23. U.S. COMMISSION ON INTERGOVERNMENTAL RELATIONS. STUDY COMMITTEE ON UNEMPLOYMENT COMPENSATION AND EMPLOYMENT SERVICE. *A Study Committee Report on Unemployment Compensation and Employment Service*, submitted to the Commission on Intergovernmental Relations. Washington, G.P.O., 1955. Pp. 100.

This report analyses and evaluates the intergovernmental relationship aspects of the Federal-State employment security program.

## Interviewing

24. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *An Evaluation of the Group Interview*, by Margaret Chandler. Urbana, 1955. Pp. 26-28.

This comparison of the group interview with the individual interview was made after doing research for a study of industrial relations in the garment industry in a Midwestern United States community.

25. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *The Validity of "Undecided" Answers in Questionnaire Responses*, by Hjalmar Rosen and R. A. Hudson Rosen. Urbana, 1955. Pp. 178-181.



An analysis of the reasons for "don't know" replies to a questionnaire which the authors distributed to members of a midwestern regional union.

## Labour Organization

26. CONGRESS OF INDUSTRIAL ORGANIZATIONS. *Proceedings of the 17th Constitutional Convention, December 1-2, 1955, New York, N.Y.* Washington, 1956. Pp. 338.

On Monday, December 5, 1955, the CIO joined in the Joint Convention founding the American Federation of Labor and Congress of Industrial Organizations.

27. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *The Labor Movement and Economic Development in Japan*, by Solomon B. Levine. Urbana, 1955. Pp. 12.

A survey of the growth of labour unions in Japan since 1949.

28. COOK, ALICE HANSON. *Labor's Role in Community Affairs, a Handbook for Union Committees*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1955. Pp. 56.

This handbook is designed to help union leaders plan what their local or central body can do to develop a program of community activity, and to find and train the union members who will enjoy carrying this kind of union responsibility.

29. RICHBERG, DONALD RANDALL. *How shall We deal with Labor Union Monopolies?* An address delivered before the Economic Club of Detroit, September 26, 1955 at the Veterans Memorial Building, Detroit, Mich. Washington, 1955. Pp. 22.

The author is former General Counsel and Chairman of the National Recovery Administration and co-author of the Railway Labor Act and the National Industrial Recovery Act.

## Older Workers

30. CLARK, FREDERICK LE GROS. *Ageing in Industry, an Inquiry based on Figures derived from Census Reports, into the Problem of Ageing under the Conditions of Modern Industry*, by F. Le Gros Clark and Agnes C. Dunne. London, Nuffield Foundation, 1955. Pp. 146.

The purpose of this study was to determine, as far as possible, how many workers are physically able to continue in their present jobs beyond their mid-sixties. The authors surveyed male workers in 32 occupations.

31. DONAHUE, WILMA T., ed. *Earning Opportunities for Older Workers*. Foreword by Everett Soop. Ann Arbor, University of Michigan Press, 1955. Pp. 277.

"The aim of this book... is to examine the nature of the barriers to continued employment or rehiring of older persons, to seek methods by which such persons may be effectively utilized in the labour force, and to outline the steps by which voluntary organizations and public agencies, and older people themselves, can create new earning opportunities for older workers."

## Russia

32. BARKER, G. R. *Some Problems of Incentives and Labour Productivity in Soviet Industry; a Contribution to the Study of the Planning of Labour in the U.S.S.R.* Oxford, Published for Dept. of Economics and Institutions of the U.S.S.R. ... University of Birmingham by Basil Blackwell, 1955? Pp. 129.

The author concludes that increased labour productivity in Russia depends among other things on:

1. more and better mechanical equipment;
2. use of incentives of various types;
3. a certain amount of compulsion;
4. non-wage incentives, such as goods in short supply;
5. "contributive" incentives, such as uniforms, medals, decorations and badges.

33. DEWAR, MARGARET. *Labour Policy in the U.S.S.R., 1917-1928*. London, Royal Institute of International Affairs, 1956. Pp. 286.

"Using Russian sources (collections of laws, records of trade union, Soviet, and party congresses, etc.) this book traces the evolution of industrial labour policy and by an objective presentation of the facts demonstrates the contradictions between the Bolshevik theory and practice. The Appendix gives a chronological list and a summary of the main provisions of all relevant decrees, ordinances, and instructions (conditions of work, wages, incentives, social insurance, labour conscription, etc.)."

## Skilled Workers

34. NATIONAL MANPOWER COUNCIL. *Improving the Work Skills of the Nation; Proceedings of a Conference on Skilled Manpower, held April 27-May 1, 1955, at Arden House, Harriman Campus of Columbia University*. New York, Columbia University Press, 1955. Pp. 203.

"The particular concern of the Conference was to explore the ways in which secondary education, industry, and the community could contribute more effectively... to the development of the nations resources of skilled manpower." Sixty-nine experts from education, industry, labor, government, the armed forces, and other groups attended the Conference.

35. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. MANPOWER COMMITTEE. *Shortages and Surpluses of Highly Qualified Scientists and Engineers in Western Europe; a Report.* Paris, 1955. Pp. 154.

This report is concerned with enquiries to a questionnaire which the O.E.E.C. submitted to member countries and to the U.S.A. and Canada. Information was sought on shortages of highly-qualified scientists and engineers, whether any surpluses existed, and how the situation was likely to be over the next few years.

## Wages and Hours

36. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Clerical Salary Survey, October 1955.* New York, c1955. Pp. 24.

This report covers weekly salary rates of clerical workers in twenty cities as of October 1955. It presents data for 68,686 workers in 787 plants.

37. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Wages and Hours in the Retail Trade Industry in New York State, 1955.* New York, 1956. Pp. 75.

## Workmen's Compensation

38. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *Report for 1955.* Halifax, Queen's Printer, 1956. Pp. 28.

39. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Twenty-Sixth Annual Report for the Calendar Year 1955.* Regina, Queen's Printer, 1956. Pp. 22.

40. UNITED STEELWORKERS OF AMERICA. LEGAL DEPARTMENT. *The Nova Scotia Workmen's Compensation Law; What Every Steel Worker should know.* Pittsburgh, 1954. Pp. 45.

This handbook is for union members to guide and assist them in complying with the requirements of the workmen's compensation law of Nova Scotia.

41. UNITED STEELWORKERS OF AMERICA. LEGAL DEPARTMENT. *The Ontario Workmen's Compensation Law; What Every Steel Worker should know.* Pittsburgh, 1954. Pp. 58.

This booklet is prepared for union members in Ontario to help them comply with the Ontario workmen's compensation law.

42. UNITED STEELWORKERS OF AMERICA. LEGAL DEPARTMENT. *Quebec Workmen's Compensation Law; What Every Worker should know.* Pittsburgh, 1955. Pp. 47, 48.

Text in English and French. This booklet is designed for union members to help them comply with the requirements of the Quebec workmen's compensation law.

## Miscellaneous

43. CANADA. DEPARTMENT OF VETERANS AFFAIRS. *Should Illness Strike; Treatment for Veterans for Non-Pensioned Conditions.* Ottawa, Queen's Printer, 1955. Pp. 20.

44. HINOJOSA PETIT, JOSE ANTONIO. *A Work Simplification Method.* Brussels, International Institute of Administrative Sciences, 1953. Pp. 42.

The work simplification method consists of three main parts: work distribution chart, process chart and work count. The distribution chart shows how the work is distributed as well as the contribution of each employee in the work unit. The process chart shows the work sequence step by step. The work count shows how much has been done.

45. INTERNATIONAL LABOUR OFFICE. *Welfare Facilities for Workers.* Fifth Item on the Agenda. Geneva, 1955-1956. 2 Volumes.

At head of title: Report 5(1)-(2). International Labour Conference. Thirty-Ninth Session, Geneva, 1956.

Volume 1 contains the text of a proposed Recommendation concerning welfare facilities for workers. Volume 2 summarizes and analyses briefly the replies of 43 countries.

46. JOHR, WALTER ADOLF. *The Role of the Economist as Official Adviser*, by W. A. Johr and H. W. Singer. Foreword by E. A. G. Robinson. Translated from the German by Jane Degras and Stephen Frowein. London, Allen & Unwin, 1955. Pp. 150.

"It is the task of this book to indicate the particular problems which arise when practical questions in the field of economic policy have to be answered, and to work out the means of their solution. Its aim is not only to facilitate the task of the economist, but also to inform those who are dependent on the advice of the economist what they can expect of him. In this way, the authors hope, the connection between economics and economic policy... will also be strengthened." Cf. Introduction.

47. MANAGEMENT CONFERENCE ON THE GUARANTEED ANNUAL WAGE, CHICAGO, 1955. *Proceedings... Chicago, June 15, 1955.* New York, National Association of Manufacturers, 1955. Pp. 24.

Sponsored by the National Association of Manufacturers and Illinois Manufacturers Association.

Partial contents: Industry's Responsibility for Job Creation and Greater Job Security. Employee and Public Conceptions of the GAW. Unemployment Compensation. Background Standards and Relationship to GAW Demands. Implications and Provisions of GAW Demands. The Employee and Automation. Responsibility of Top Management for Job Creation.

48. MICHIGAN. UNIVERSITY. DETROIT AREA STUDY. *A Social Profile of Detroit: 1955; a Report of the Detroit Area Study of the University of Michigan*. Ann Arbor, Survey Research Center, Institute for Social Research, University of Michigan, 1956. Pp. 46.

The general purpose of this study "was to gain a better understanding of the behaviour of the family in a large metropolitan community".

49. SOCIALIST SOCIETY, U.S.A. *Robot Revolution; the Implications of Automation*. New York, Socialist Party, 1955. Pp. 47.

This pamphlet presents the American Socialist Party's views on automation. Automation may have an adverse effect on employment and the economy unless there is careful planning.

50. TORR, DONA. *Tom Mann*. With an introduction by Harry Pollitt. London, Lawrence and Wishart, 1944. Pp. 48.

A biography of a British Communist trade unionist who was born in 1856 and died in 1941.

51. UNITED NATIONS. STATISTICAL OFFICE. *Yearbook of International Trade Statistics, 1954*. New York, 1955. Pp. 556.

52. U.S. DEPARTMENT OF LABOR. *Building and Construction Workers Guide to Wage, Overtime, and Other Laws Applicable to Federally Financed and Assisted Construction Contracts*. Washington, G.P.O., 1955. Pp. 28.

This guide describes labor standards protection on federal and federally assisted construction contracts.

53. U.S. NATIONAL SCIENCE FOUNDATION. *Fifth Annual Report, Fiscal Year 1955*. Washington, G.P.O., 1956. Pp. 159.

## Material on Automation in Books and Periodicals

### Recently Received in Department of Labour Library

#### (3rd List)

Persons wishing to consult the articles listed are advised to refer to their local libraries or to obtain the periodical from the publisher.

1. Automation—a moral challenge, by Mary Eady. (In *Canadian Packinghouse Worker*, April, 1955, p. 7-10.)

The problems concerned with automation include: the large capital investment required to install the equipment, the need for highly trained technicians, the question of unemployment especially during the transition period, and the question as to who will benefit from the increased production. There will be more leisure and living conditions will improve.

2. Automation and its challenges, by E. H. Walker. (In *Canadian Personnel and Industrial Relations Journal*, 4th quarter, 1955, p. 16-22.)

3. Automation and the labour force. (In *The Employer's Review*, March 7th, 1956, p. 9, 11.)

A summary of the report of the Subcommittee of the U.S. Congressional Joint Committee on the Economic Report.

4. Automation and the occupational outlook, by G. B. Baldwin. (In *Vocational Guidance Quarterly*, Spring 1956, p. 96-100.)

Complexity of automation will result in many changes. New skills will be required and there will be new trends in vocational training.

5. Automation: boon or disaster? (In *The Fisherman*, March 20, 1956, p. 11.)

The article considers the meaning of automation, the effect of its introduction in several different industries, and labor's reaction.

6. Automation brings social changes; from a talk entitled "Automation at the halfway point" presented at the National Conference of Social Work in San Francisco, Calif. (In *National Association of Marine Engineers Official Journal*, Feb., 1956, p. 14-15.)

Partial contents: Increased Leisure, Upgrading of Skills, Rising Standard of Living, Material Abundance.

7. Automation—fad or fact, by R. E. Blumenthal. (In *The American Photo Engraver*, Nov., 1955, p. 1120-1122.)

8. Automation has become evolution; concept offers greater profit to alert businessmen, by Robert H. Allen. (In *Financial Post*, May 12, 1956, p. 62.)

A digest of a speech by the sales research manager for Moore Business Forms, Inc., Toronto, to the National Office Management Association and the Systems and Procedures Association. For data processing automatic machines are essential.



9. Automation hits rails; 232,500 fewer jobs. (In *Transport Workers Union Express*, March, 1956, p. 6.)  
Figures supplied by the U.S. Bureau of Labor Statistics.
10. Automation is key to better living—but. (In *Trainman News*, April 16, 1956, p.1: 5-6.)
11. Automation: more facts for executive decisions; some points to consider when mechanizing office. By C. B. Laing. (In *Financial Post*, May 12, 1956, p. 60.)  
Office automation machinery has developed greatly in the last five years. Computers and the use of magnetic tape play an important part. The article continues with description of operations introduced into the office routine of Prudential Insurance Co.
12. Automation: promise and problems. By Walter P. Reuther. (In *The American Flint*, April, 1956, p. 2-4.)  
The trade union movement recognizes the potential benefits of automation such as shorter hours, longer vacations and opportunities for earlier retirement and an increase in material standards of living. However, there is the problem of unemployment and the growing need for specialized semi-professional technicians. The rising productivity that automation makes possible will increase our national strength and improve living standards.
13. Automation topic at Toronto seminar. (In *Canadian Labour*, March, 1956, p. 4.)  
An outline of a conference sponsored by the Canadian Institute of Public Affairs.
14. "Automation War" threatens Britain, by Peter Lyne. (In *Christian Science Monitor*, May 3, 1956, p. 1.)  
Comment on the strike of workers at the Standard Motor Company, Coventry, against automation—regarded as the most urgent domestic problem in England. Said to be on a par with the machine-smashing campaign of the Luddites during the early 19th century.
15. Automation will require higher skills. (In *The Regulator*, April 1956, p. 2- )  
The need for higher skilled workers to meet the demands of modern technical development is resulting in young people spending a longer period in school before taking their first jobs, and in the older worker continuing employment for a longer time. Also the number of women in gainful employment is increasing.  
A summary of a recent study issued by the Twentieth Century Fund:—America's needs and resources, by J. F. Dewhurst.
16. Automation will speed business for small firms. (In *Financial Post*, April 21, 1956, p. 4.)  
Automation of office equipment is practical for small business. Next fall the Bell Telephone Co. is opening an automation workshop in Toronto to help firms of all sizes test I.D.P. (integrated data processing) facilities. A similar workshop has already been opened in Ottawa by R. L. Crain Ltd. Integration of clerical operations through common language business machines was considered at a 3-day meeting of the Toronto chapters of the National Office Management Association and the Systems and Procedures Association.
17. British hold conference on automatic factories. (In *Labour Gazette*, Nov. 1955, p. 1236-7.)  
Comment on a recent article in *Scope* entitled, "Some problems of automation" dealing with papers presented at a Conference held at Margate, England. These papers dealt with such subjects as the automatic factory, adjustment to automation, labour's viewpoint, education, the necessity for avoiding strikes.
18. Commerce Clearing House.  
Union contract clauses... Chicago, 1954. 780 p.  
Pp. 645-654. Technological change.  
Partial contents of these pages: Notification of proposed change. Transfer to new jobs. Retraining.
19. Council for Technological Advancement, Chicago.  
Automation and job trends. Chicago, Council for Technological Advancement, 1955.  
24 p. (No. 3 of a series on Technology and Employment.)  
Bibliographical footnotes.  
The effects of automation are evolutionary and have good and bad points. Production and marketing are features requiring careful consideration, and also unemployment. Automation is evidence of economic growth and its effect is to increase job expectancy and to develop new industries. It improves the outlook for the capital goods industries.
20. Denies automation will bring mass joblessness, by B. F. Fairless. (In *Labour Gazette*, March 1955, p. 265.)  
Comment on an address by B. F. Fairless before the Johnstown, Pa., Chamber of Commerce. His views are contrary to those of Walter Reuther as expressed the previous day before the Joint Congressional Committee.

21. Diebold, John.

Automation; the advent of the automatic factory. New York, Van Nostrand, c1952. 181 p.

Contents: The problem of automation, Control and the computer, The redesign of product and process, Making machines automatic, Automatic handling of information, What will automation mean to business? Some social and economic effects of automation.

22. Economic aspects of automation, by Noel Branton. (In *Accounting*, Dec. 1955, p. 450-543.)

The ultimate usage of automation envisages not only automatic operation but automatic control. Labour displacement is a feature to be considered by unions. Increased productivity may result in improvement in working conditions. There will be an increased demand for scientific and technical manpower. Development in automation is likely to continue without drastic changes in working conditions.

23. Effects of automation equipment on office layout design, by K. H. Rippen. (In *American Business*, April 1956, p. 17; 40-41.)

Modern office automation involves the operation of acoustics, room temperature and lighting, the installation of a refrigeration system, and ultimately involves the whole question of air conditioning. The layout includes consideration of space, new floor considerations, added power and electrical wiring equipment.

24. European Productivity Agency.

Automatic processes in industry. Paris, 1955. 46, 44p.

Bibliography: p. 13-44 of 2nd part.

25. Guideposts to further automation, by David Rubinfiel. (In *Plant Administration*, Sept. 1954, p. 126; 131-134; 136.)

Automation involves operations and processes for achieving the automatic plant with the object of minimizing human participation in every phase of processing. Notes five obstacles to automation.

26. Here's how computers are selling; growth pattern shows Canadian companies big buyers. (In *Financial Post*, May 12, 1956, p. 51.)

Existing orders show that by the end of 1956 more than 20 computers will be installed in Canada; the estimate is 50 by the end of 1957. A few of the companies introducing computers are A. V. Roe, Ltd., National Cash Register, Manufacturers Life Insurance Co., and Prudential Insurance Co. of America. Other firms, reluctant to consider the cost of introducing this expensive equipment, are making use of computation consultants, thus avoiding the need for training staff.

27. Highlights of TLC-CCL Brief; automation's influence requires all-in probe (In *Canadian Labour*, March 1956, p. 2.)

Effects of automation on Canadian industry as stated in the brief to the Gordon Royal Commission.

28. How automation affects employment: a survey. (In *Management Review*, March 1956, p. 211-12.)

A recent American machinist survey of companies with automation experience indicates 26 per cent reported increases in employment; 51 per cent reported no change in total employment; 23 per cent reported decreases.

29. How get most out of automation? (In *Financial Post*, April 7, 1956, p. 20.)

The arguments for, against automation. The benefits of automation accrue directly to labor, by John H. Dickey. Management and labor must work harder at bargaining, by Murray Cotterill.

30. Industry has a new robot servant; automation saves living standards, cuts out danger. By M. O. Cross, Jr. (In *Financial Post*, Feb. 19, 1955, p. 24.)

Digest of a speech delivered in Milwaukee.

It is unbelievable that unions should try to control the introduction of automation by the GAW as a kind of penalty tax. Automation demands of management new techniques in planning, finance, administration and execution, and above all the creation of new markets to equal increased production. Employment must be made more stable and unskilled workers made into highly trained workers. Management must accept great responsibility in the new technological development.

31. IWA (International Woodworkers of America) scans automation and plans adjustments; expert panel assembled to explore questions. (In *B.C. Lumber Worker*, 1st issue, March 1956, p. 1-2.)

Automation as applied in *Canadian* industry. Among some industries referred to are the McKinnon Industries, Ltd., St. Catharines, and The Bell Telephone System. Railways and automotive workers are also affected. The development of electrical computers of various types reduces the time and personnel necessary for routine operations with the result that automation will displace some workers and will also displace some industries. However, it should raise living standards if there is intelligent adjustment to the necessary changes.

32. June, Stephen A., and others.

The automatic factory—a critical examination. Pittsburgh, Instruments Pub. Co., c1955. 88 p.

References: p. 77-79.

Contents include mechanization vs. the automatic factory, obstacles to the automatic factory, contemporary automaticity, social implications of the automatic factory.

33. Let's look at automation! By Joseph E. Hardley. (In *Northern Circuit*, pub. by Northern Electric Co. Ltd., spring, 1956, p. 8-11.)

Automation has made its greatest advance in the process and fabrication industries. It will be applied to operations or processes which can be better performed by machines than by men. It is a key to an expansion of our economy leading towards an improvement in our standard of living.

34. Local 1-217, IWA (International Woodworkers of America) Automation Institute huge success. (In *The Barker*, Local 1-217 I.W.A., April, 1956, p. 1.)

A panel discussion on "what is automation". Conclusion reached is that management, government and trade unions must work together to meet the challenge of this new technological development.

35. Machines that feed on raw data. (In *Canadian Business*, Sept. 1955, p. 84, 86- )

A review article of: Electronic data processing in industry, special report No. 3, American Management Association, 257p.

The introduction of electronic computers into office routine will cut clerical costs, but humans are still required to prepare and present the original data.

36. Management's new look—1955, by G. A. Wilkinson. (In *Trades and Labour Congress Journal*, March 1955, p. 18-19.)

The new "industrial revolution" brings changes in productivity with potentialities for good or evil depending on release from routine jobs or the unemployment that may accompany the transition period. Automation produces a problem for both management and trade unions.

37. Modern marvels of automation transform industrial world. (In *Monetary Times*, March 1955, p. 51.)

38. National Association of Manufacturers of the U.S.A.

Calling all jobs. New York, 1954. 23p.

Bibliography: p. 22-23.

Outlines the history of automation also its application and its effect on employment. For the future automation is not to be feared.

39. National Manpower Council.

Improving the work skills of the nation; proceedings of a Conference on Skilled Manpower held April 27-May 1, 1955... Columbia University. New York, Col. Univ. Press, 1955. 203p.

Pp. 83-98: Automation and the skills of the labor force, by G. B. Baldwin.

A discussion of the effects of automation on the skills of the labor force, and of the changes in education and training of the labor force. Automation will decrease employment in some sectors and increase it in others. New skills will be required at the skilled manual, the technician and at the professional levels. Article includes a few useful bibliographical footnotes.

40. A new day's a'comin'—what to expect from automation. (In *Plant Administration*, May 1955, p. 76; 214; 216.)

Automation is being introduced into mechanical processing in many industries both in Canada and in the United States but employment has increased. The development of automation will be gradual, jobs will be different and there will be a greater demand for skilled labour. Automation is one of the signs of economic growth and in the future there will be a premium on technical ability. Management and employees must have confidence that technology will develop for the benefit of all.

41. New York (state). Dept. of Commerce.

Minutes of conference, automation and industrial development, May 12, 1954. Albany, N.Y., Dept. of Commerce, 1954. 133p.

42. No coffee-break for these super-clerks; how computers will change Canadian business methods. By D. R. Gordon. (In *Financial Post*, Nov. 26, 1955, p. 19.)

The advantages of introducing computers in business and the problems faced by the executive in the decision regarding the introduction of the required equipment.

43. Office automation need not cost millions, by Wm. B. Forbes. (In *Financial Post*, May 12, 1956, p. 49.)

In this special report the *Financial Post* discusses the application of automation to the office and reports on some of that specialized equipment.

44. Office automation; what's happening in CNR accounting? (In *Canadian National Magazine*, Jan. 1955, p. 4-5.)

A question and answer interview; brings out many pertinent points.

45. O'Mahoney, Joseph C., and others.

The challenge of automation; papers delivered at the National Conference on Automation. Washington, Public Affairs Press, c1955. 77p.

The questions raised include: Will automation be of benefit or not. Will it raise or lower living standards, aid small business or promote monopoly, create more employment; will it result in social upheaval or will careful planning control the transition?



- Partial contents include: Applications and uses, Technological considerations, Industrial significance, Labor's stake.
46. Personnel executives look at automation. Reprinted from Personnel Policies Forum Survey No. 33. (In *Management Review*, April 1956, p. 242-4.)
- A group of personnel and industrial relations executives foresaw a decrease in workforce, greater specialization, lower costs, greater need for supervisory training, higher wages.
47. Plugged-in brains widening business; how electronics may boost life insurance sales. By V. J. Egan. (In *Financial Post*, April 23, 1955, p. 21.)
- Comments on the problems of The Metropolitan Life and The Sun Life in connection with the introduction of electronic installations. In Canada the problem is complicated by import duties and the shortage of skilled technicians and engineers to maintain the machines. IBM is experimenting with a new "all-transistor" calculator which officials predict will be commercially acceptable.
48. Six days behind in invoicing: customers complained. Computer came to the rescue, helped business to expand. (In *Financial Post*, May 12, 1956, p. 50.)
- The Drug Trading Co. Ltd., Toronto, has a large electric computer on order. The company decided not to hire experts but to train its own staff.
49. Socialist Society, U.S.A.
- Robot revolution; the implications of automation. New York, Socialist Party, 1955. 47p.
- Presents the views of the American Socialist Party. Careful planning is required to ensure that there will be production and employment for the benefit of all; that there will be a fair division of work and leisure, and that the economic development will be for the general well-being.
50. Some economic and social accompaniments of the mechanization of industry, by Henry S. Dennison. (In *The American Economic Review*, March 1930, p. 133-155.)
- Many of the same considerations regarding automation in the present day were recognized in connection with the work of industry during the early 30's, e.g. the effect upon the worker, unemployment, use of leisure and new wealth, the effect on management. The article concludes that the mechanization brings both rich opportunities and vital risks.
51. Some thoughts on automation, by H. R. Nicholas. 2 parts. (In *Transport and General Workers' Record*, Feb. 1956, p. 230; April 1956, p. 258-259; March 1956, p. 286-7.)
- The articles consider production and employment and the responsibilities of unions and government as well as management. Hours of work may be reduced and there will be changes in wages and grades of workers. The problem of waiting time in the case of breakdowns in the automation process may become more intense.
52. Stanford Research Institute, Menlo Park, Calif.
- Proceedings, symposium on electronics and automatic production. Jointly sponsored by National Industrial Conference Board, Inc., Stanford Research Institute, Menlo Park, Calif., Aug 22-23, 1955. San Francisco, Calif., 1955.
- Contents: Some reflections on automation, by L. M. K. Boelter. Outlook for automation, by Dean E. Wooldridge. Automation and the logistics of national defense, by Rear Admiral F. R. Furth. Automation in the automobile industry, by R. T. Keller. Automation in the steel industry, by W. K. Scott. Automation in the chemical industry, by V. F. Hanson. Automation in the electronics industry, by L. F. Jones. Automation in business statistics, by F. K. Leisch. Automation in the life insurance business, by M. E. Davis. Electronics in industrial management, by M. E. Salvesson. News magazine publishing and new technology, by N. Bishop. Automatic production and the small business man, by P. B. Wishart. Symposium on electronics and automatic production, notes for contribution to panel discussion; by Dr. W. B. Gibson. Economic and social implications of automation, panel discussion preliminary remarks by R. L. Gordon. Economic and social implications of automation, panel discussion preliminary remarks by W. H. Moore. Economic and social implications of automation, panel discussion preliminary remarks by C. B. Thornton. Economic and social implications of automation, panel discussion preliminary remarks by L. Wolman.
53. "Supersonic" brain designing aid, by G. Gliniski. (In *Canadian Aviation*, Dec. 1955, p. 81-82.)
54. They'll learn computer magic. (In *Financial Post*, Sept. 24, 1955, p. 40.)
- Comment on a course of lectures at McGill University and at Toronto University on data processing. The lecturer at McGill is George Gliniski, who has just completed a summer course at MIT. Co-operative studies in data processing are under way in a number of industries. Dr. Gotlieb at Toronto says getting the equipment is the smallest part of the job,

- the big job is to set things up so that the machines can produce the answers wanted. Also the people operating the equipment must know the kind of information that can be obtained.
55. Trade unions and "Automation", by J. Walton. (In *Trades and Labour Congress Journal*, Aug. 1955, p. 33.)  
In Great Britain the Trades Union Congress is already considering the implications of automation and forecasting its development. A survey by the Scientific Advisory Committee has been circulated to unions for comment.
  56. Trade unions and "Automation"—(Our Monthly London Letter). (In *Canadian Mineworker*, May 1955, p. 10; 22.)
  57. UAW-CIO. Education Dept., Detroit, Michigan.  
Automation; a report to the UAW-CIO Economic and Collective Bargaining Conference held in Detroit, Mich., the 12th and 13th of Nov. 1954. With an introduction by Walter P. Reuther ... A resolution on automation adopted by the 14th constitutional convention of the UAW-CIO. A glossary of terms used in automation. Detroit, 1955. 39p.  
Partial contents: Automation and the GAW; Higher pay for automated jobs; Changing skills; Automation and the short work week.
  58. U.S. Congress. Joint Committee on the Economic Report. Subcommittee on Economic Stabilization.  
Automation & technological change. Hearings...  
Oct. 14-28, 1955. Washington, U.S.-G.P.O., 1955. 644p.  
P. 14-27: A condensation of the book, Automation, by John Diebold.
  59. U.S. Congress studies impact of automation. (In *Labour Gazette*, Nov. 1955, p. 1237-9.)  
Comment on Congressional hearings before the Joint Economic Committee in the United States. It is not feasible to apply automation processes rapidly. Automation is not applicable to every kind of production process. The article also comments on the evidence of Dr. W. S. Buckingham and Walther Reuther.
  60. Views on automation, by John Walton. (In *Free Labour World*, Aug. 1955, p. 24-26.)
  61. Why the hush on automation? by Jack Burrows. (In *The Guardian*, March 21, 1956, p. 5.)  
In Canada we are handicapped by a lack of knowledge regarding the impact of automation.
  62. Wiener, Norbert.  
The human use of human beings; cybernetics and society... Boston, Houghton Mifflin Co., 1954. 199p.  
Application of the theory of cybernetics has produced a machine that can do routine mental jobs better than any man, thus making the untrained mind obsolescent.  
Partial contents: Cybernetics in history, The first and the second industrial revolution, Some communication machines and their future.
  63. You just "plug in" this brain; Toronto broker hires some electronic office help. (In *Financial Post*, Sept. 24, 1955, p. 18.)  
Automation in the office is making impressive gains and the latest advocate of electronic offices is Bongard & Co., Toronto, stock brokers. The article tells how the electronic office works, what it costs, and comments on the months of groundwork that comes before the installation.

## Labour Conditions in Government Contracts

(Continued from page 893)

### Department of Transport

*Machias Seal Island N S:* L E & P E Armstrong, construction of single dwelling & demolition of existing dwelling. *River St Lawrence Que:* Marine Industries Ltd, \*dredging ship canal between Quebec City & Montreal. *Saguenay Que:* Accurate Electrical Contractors, construction of airport lighting. *Fort William Ont:* Barnett-McQueen Co Ltd, construction of maintenance garage & related work, Lakehead Airport. *Malton Ont:* Gordon A MacEachern Ltd, cleaning bldgs at Airport. *Ottawa Ont:* B Perini & Sons (Canada) Ltd, excavation & foundation for Terminal Bldg, Uplands Airport; Standard Structural Steel Ltd, construction of structural steel work, Terminal Bldg, Uplands Airport. *Calgary Alta:* Standard Gravel & Surfacing of Canada Ltd, additional development of airport. *Green Island B C:* Northwest Construction Ltd, construction of dwellings, light tower & demolition of existing dwellings. *Terrace B C:* Skeena Construction Ltd, construction of bldg & related work. *Vancouver B C:* Narod Construction Ltd, construction of control tower & related work, Airport.

# Labour Statistics

	PAGE
Tables A-1 to A-4—Labour Force.....	912
Table B-1—Labour Income.....	913
Tables C-1 to C-6—Employment, Hours and Earnings.....	914
Tables D-1 to D-5—Employment Service Statistics.....	920
Tables E-1 to E-4—Unemployment Insurance.....	926
Tables F-1 and F-2—Prices.....	929
Tables G-1 and G-2—Strikes and Lockouts.....	930
Tables H-1 and H-2—Industrial Accidents.....	935

## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED APRIL 21, 1956**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,583	99	416	1,576	2,054	975	463
Agricultural.....	771	*	49	173	210	311	26
Non-Agricultural.....	4,812	97	367	1,403	1,844	664	437
Males.....	4,279	80	323	1,233	1,522	770	351
Agricultural.....	742	*	46	172	202	296	24
Non-Agricultural.....	3,537	78	277	1,061	1,320	474	327
Females.....	1,304	19	93	343	532	205	112
Agricultural.....	29	*	*	*	*	15	*
Non-Agricultural.....	1,275	19	90	342	524	190	110
All Ages.....	5,583	99	416	1,576	2,054	975	463
14—19 years.....	509	14	40	183	165	76	31
20—24 years.....	719	16	54	231	241	129	48
25—44 years.....	2,598	44	187	730	960	456	221
45—64 years.....	1,533	24	114	384	597	273	141
65 years and over.....	224	*	21	48	91	41	22
<i>Persons with Jobs</i>							
All status groups.....	5,326	85	372	1,467	2,006	945	451
Males.....	4,046	67	282	1,133	1,478	744	342
Females.....	1,280	18	90	334	528	201	109
Agricultural.....	764	*	48	170	209	309	26
Non-Agricultural.....	4,562	83	324	1,297	1,797	636	425
Paid Workers.....	4,133	66	287	1,169	1,658	569	384
Males.....	2,959	50	208	857	1,167	395	282
Females.....	1,174	16	79	312	491	174	102
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	257	14	44	109	48	30	12
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,080	158	462	1,441	1,630	929	460
Males.....	1,026	52	107	254	300	204	109
Females.....	4,054	106	355	1,187	1,330	725	351

\* Less than 10,000.



**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended April 21, 1956		Week Ended Mar. 24, 1956		Week Ended April 23, 1955	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	274	255	309	281	350	323
Without Jobs.....	257	240	295	268	327	304
Under 1 month.....	57	—	71	—	57	—
1—3 months.....	96	—	120	—	115	—
4—6 months.....	81	—	81	—	108	—
7—12 months.....	14	—	14	—	33	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	17	15	14	13	23	19
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	12	11	10	10	17	14

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**B—Labour Income****TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	73	329	70	252	217	35	976
1954—Average.....	73	323	69	261	239	35	1,000
1955—Average.....	77	342	78	278	256	37	1,068
1955—January.....	73	316	60	258	244	35	986
February.....	70	325	57	258	246	35	991
March.....	62	328	57	260	250	35	992
April.....	61	333	64	268	249	36	1,011
May.....	72	338	74	275	253	37	1,049
June.....	80	344	85	281	262	38	1,090
July.....	83	343	86	284	251	38	1,085
August.....	85	351	93	284	256	38	1,107
September.....	84	354	94	287	266	38	1,123
October.....	86	354	100	288	264	39	1,131
November.....	86	354	89	292	268	39	1,128
December.....	85	357	78	293	265	39	1,117
1956—January.....	75	349	71	280	263	39	1,077
February.....	79	358	69	282	264	38	1,090
March.....	70	365	69	284	266	39	1,093

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At April 1, employers in the principal non-agricultural industries reported a total employment of 2,570,931.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1953—Jan. 1 .....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1 .....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1 .....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1 .....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1 .....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1 .....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1 .....	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1 .....	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1 .....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1 .....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1 .....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1 .....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1 .....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1 .....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1 .....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1 .....	108.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1 .....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1 .....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1 .....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1 .....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1 .....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1 .....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1 .....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1 .....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1 .....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1 .....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1 .....	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1 .....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1 .....	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1 .....	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1 .....	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.28
Aug. 1 .....	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.18
Sept. 1 .....	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.24
Oct. 1 .....	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1 .....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1 .....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1 .....	114.6	162.2	140.9	60.54	109.8	156.9	142.1	62.47
Feb. 1 .....	112.3	164.0	145.3	62.43	110.2	164.0	147.9	65.05
Mar. 1 .....	113.2	167.3	147.1	63.20	112.3	168.5	149.1	65.57
Apr. 1 .....	113.4	168.1	147.3	63.37	113.2	171.1	150.2	66.03

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	April 1 1956	March 1 1956	April 1 1955	April 1 1956	March 1 1956	April 1 1955
(a) Provinces						
Newfoundland.....	118.1	119.5	113.4	55.76	55.58	53.36
Prince Edward Island.....	105.5	125.7	97.6	47.84	44.40	47.77
Nova Scotia.....	98.7	100.4	92.3	51.63	52.43	51.84
New Brunswick.....	101.9	105.4	95.0	55.10	55.01	53.87
Quebec.....	111.3	112.1	103.4	60.55	60.83	58.22
Ontario.....	116.6	115.5	108.8	66.13	65.67	63.25
Manitoba.....	102.9	102.8	98.5	59.73	59.79	58.01
Saskatchewan.....	108.3	107.1	106.1	59.98	59.67	56.83
Alberta (including Northwest Territories).....	123.2	132.0	121.2	65.05	65.53	61.07
British Columbia (including Yukon).....	112.6	110.9	103.1	68.64	68.13	64.70
Canada.....	113.4	113.2	105.7	63.37	63.20	60.68
(b) Metropolitan Areas						
St. John's.....	115.5	112.0	107.7	47.18	46.27	45.05
Sydney.....	89.7	89.1	89.7	63.07	63.51	59.79
Halifax.....	117.3	117.0	118.0	51.78	52.26	50.99
Saint John.....	109.1	106.1	108.8	51.93	51.99	51.88
Quebec.....	103.7	103.7	102.8	51.57	52.40	49.59
Sherbrooke.....	106.3	104.3	98.2	52.27	53.96	50.36
Three Rivers.....	108.8	106.7	96.9	58.06	58.57	56.54
Drummondville.....	77.0	78.0	74.4	54.18	54.47	54.17
Montreal.....	115.2	114.0	108.4	61.80	61.60	59.04
Ottawa—Hull.....	114.3	113.4	108.5	57.29	58.13	55.60
Peterborough.....	98.5	96.4	91.3	67.49	66.79	63.20
Oshawa.....	171.0	159.9	157.2	80.83	71.97	69.97
Niagara Falls.....	116.4	114.4	112.8	71.86	72.10	69.93
St. Catharines.....	123.2	115.9	111.7	75.13	71.73	70.12
Toronto.....	125.1	124.0	118.4	66.91	66.44	64.09
Hamilton.....	109.7	108.8	101.0	68.63	67.91	64.98
Brantford.....	92.8	90.4	83.4	64.03	62.71	59.63
Galt.....	107.2	105.5	94.8	57.49	57.75	56.28
Kitchener.....	106.8	105.5	101.0	60.65	60.04	59.28
Sudbury.....	132.1	131.1	127.5	77.72	77.95	74.02
London.....	115.3	113.8	108.6	60.80	60.75	58.00
Sarnia.....	127.4	124.6	112.8	77.87	78.07	73.98
Windsor.....	109.1	107.9	103.7	72.75	72.39	74.11
Sault Ste. Marie.....	119.7	117.7	104.8	77.33	78.12	70.35
Ft. William—Pt. Arthur.....	102.9	103.6	97.6	63.76	64.13	60.88
Winnipeg.....	102.4	102.1	99.2	56.99	56.66	55.70
Regina.....	110.1	108.2	108.9	57.42	57.39	54.88
Saskatoon.....	107.7	108.4	109.5	56.56	56.21	53.59
Edmonton.....	156.7	153.8	137.5	60.81	60.27	57.82
Calgary.....	143.2	139.9	132.0	61.38	61.45	58.47
Vancouver.....	111.3	109.3	102.1	66.02	65.44	62.98
Victoria.....	116.0	113.1	110.7	61.23	61.44	59.19



**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	April 1 1956	March 1 1956	April 1 1955	April 1 1956	March 1 1956	April 1 1955
<b>Mining</b> .....	<b>115.9</b>	<b>115.9</b>	<b>110.0</b>	<b>75.94</b>	<b>77.43</b>	<b>72.01</b>
Metal mining.....	120.5	119.8	113.4	78.48	79.21	74.31
Gold.....	76.7	76.3	80.6	69.85	70.41	67.02
Other metal.....	161.4	160.4	144.0	82.30	83.11	78.12
Fuels.....	105.7	107.8	102.7	74.14	77.18	69.97
Coal.....	69.1	71.2	71.4	59.11	63.77	57.53
Oil and natural gas.....	227.8	229.7	206.0	89.34	91.02	84.21
Non-metal.....	126.3	123.8	117.6	69.59	70.24	67.51
<b>Manufacturing</b> .....	<b>113.2</b>	<b>112.3</b>	<b>106.5</b>	<b>66.03</b>	<b>65.57</b>	<b>63.25</b>
Food and beverages.....	99.6	98.0	95.2	59.44	58.84	56.95
Meat products.....	118.9	115.7	110.6	69.96	66.12	66.84
Canned and preserved fruits and vegetables.....	71.8	67.6	64.2	53.16	55.02	51.93
Grain mill products.....	102.9	101.9	102.3	62.27	61.29	59.25
Bread and other bakery products.....	107.4	107.0	104.1	55.90	54.80	53.10
Biscuits and crackers.....	91.3	89.1	89.5	46.28	49.23	45.14
Distilled and malt liquors.....	102.7	99.8	97.7	73.86	73.82	70.49
Tobacco and tobacco products.....	84.9	102.0	99.0	59.76	54.57	54.25
Rubber products.....	110.8	110.0	104.3	67.16	66.40	65.46
Leather products.....	91.6	91.7	87.5	44.58	46.02	43.90
Boots and shoes (except rubber).....	94.9	94.9	91.5	42.65	44.03	42.05
Textile products (except clothing).....	88.0	88.3	84.0	51.95	53.48	51.96
Cotton yarn and broad woven goods.....	90.3	90.5	84.9	49.10	51.36	49.46
Woolen goods.....	73.7	74.0	69.8	50.15	51.54	49.48
Synthetic textiles and silk.....	88.1	88.8	86.7	57.42	58.81	57.71
Clothing (textile and fur).....	96.6	97.0	92.3	42.59	43.61	42.15
Men's clothing.....	100.7	101.1	96.1	42.67	42.36	41.15
Women's clothing.....	97.9	98.2	96.9	43.24	44.86	42.53
Knit goods.....	84.3	84.5	77.8	42.30	43.87	42.50
Wood products.....	105.7	105.3	101.3	56.54	57.08	55.08
Saw and planing mills.....	106.5	106.2	103.7	58.68	59.10	57.26
Furniture.....	109.6	109.4	103.2	53.99	54.79	52.24
Other wood products.....	94.6	93.6	87.2	51.01	51.53	49.39
Paper products.....	118.4	118.0	112.0	77.60	76.95	73.45
Pulp and paper mills.....	120.0	119.8	115.0	83.48	82.81	78.77
Other paper products.....	114.5	113.6	104.7	62.54	61.82	59.22
Printing, publishing and allied industries.....	113.6	113.3	110.8	71.11	70.42	67.51
Iron and steel products.....	110.8	108.9	99.2	73.48	73.75	69.72
Agricultural implements.....	71.1	70.4	73.5	75.53	74.72	69.98
Fabricated and structural steel.....	143.8	141.3	124.2	77.08	76.49	74.37
Hardware and tools.....	109.1	107.8	98.8	69.51	68.93	65.40
Heating and cooking appliances.....	104.9	104.6	96.9	62.08	63.71	61.40
Iron castings.....	108.2	106.1	90.8	72.89	72.41	69.02
Machinery mfg.....	116.9	114.0	105.7	71.35	72.58	68.22
Primary iron and steel.....	118.3	116.5	101.4	80.40	81.04	74.79
Sheet metal products.....	110.5	107.7	99.2	69.83	69.74	67.09
Transportation equipment.....	144.8	141.8	137.4	74.57	72.35	72.49
Aircraft and parts.....	353.8	349.8	335.5	77.25	77.37	75.06
Motor vehicles.....	147.3	144.5	137.3	82.38	77.96	82.49
Motor vehicle parts and accessories.....	127.9	117.5	120.4	76.00	69.44	70.23
Railroad and rolling stock equipment.....	88.5	88.9	82.8	67.68	65.60	64.88
Shipbuilding and repairing.....	149.6	147.7	144.0	66.26	67.39	65.07
Non-ferrous metal products.....	126.6	128.2	120.1	75.13	74.03	71.58
Aluminum products.....	129.7	127.9	123.2	69.89	69.11	66.91
Brass and copper products.....	113.8	113.8	102.4	72.52	71.42	68.55
Smelting and refining.....	146.3	146.2	140.4	81.59	80.13	77.39
Electrical apparatus and supplies.....	147.5	146.0	131.9	71.16	70.50	67.67
Non-metallic mineral products.....	127.7	125.5	112.7	69.38	68.14	65.61
Clay products.....	104.5	103.6	95.1	65.93	64.99	62.38
Glass and glass products.....	133.9	130.7	123.3	67.65	66.05	64.12
Products of petroleum and coal.....	127.4	126.6	120.4	94.82	93.35	87.28
Chemical products.....	125.1	124.0	120.0	72.96	72.34	68.98
Medicinal and pharmaceutical preparations.....	114.9	114.7	108.9	67.61	67.49	63.63
Acids, alkalis and salts.....	128.4	127.3	123.5	81.73	80.10	78.25
Miscellaneous manufacturing industries.....	106.2	104.0	100.0	56.38	56.39	55.14
<b>Construction</b> .....	<b>102.7</b>	<b>101.9</b>	<b>88.3</b>	<b>66.29</b>	<b>67.32</b>	<b>62.07</b>
Building and structures.....	112.4	111.2	93.3	71.16	72.81	65.80
Building.....	117.3	116.3	94.8	70.37	72.48	64.79
Engineering work.....	91.4	89.3	86.5	75.53	74.65	70.73
Highways, bridges and streets.....	87.1	87.1	80.5	56.16	56.03	55.18
<b>Service</b> .....	<b>117.6</b>	<b>115.9</b>	<b>108.6</b>	<b>42.51</b>	<b>42.48</b>	<b>40.34</b>
Hotels and restaurants.....	111.3	109.6	103.0	35.83	36.30	34.83
Laundries and dry cleaning plants.....	105.9	103.6	101.5	39.34	38.26	37.50
Other service.....	155.0	153.7	139.0	61.25	60.90	57.75
<b>Industrial composite</b> .....	<b>113.4</b>	<b>113.2</b>	<b>105.7</b>	<b>63.37</b>	<b>63.20</b>	<b>60.68</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

# **TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	April 1, 1956	March 1, 1956	April 1, 1955	April 1, 1956	March 1, 1956	April 1, 1955
Newfoundland.....	42·1	43·2	42·9	144·8	134·9	136·4
Nova Scotia.....	40·6	41·4	41·5	132·5	132·2	126·4
New Brunswick.....	42·1	42·3	41·9	134·1	133·0	126·7
Quebec.....	41·9	42·9	42·0	134·0	132·3	129·1
Ontario.....	41·0	40·9	41·0	159·0	157·4	152·5
Manitoba.....	40·6	40·7	40·2	141·0	139·1	137·1
Saskatchewan.....	40·3	39·7	39·8	159·1	155·9	148·1
Alberta <sup>(1)</sup> .....	40·1	39·8	40·3	155·8	154·3	149·9
British Columbia <sup>(2)</sup> .....	38·4	38·3	38·2	179·2	177·9	171·6

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1 1956	Mar. 1 1956	Apr. 1 1955	Apr. 1 1956	Mar. 1 1956	Apr. 1 1955	Apr. 1 1956	Mar. 1 1956	Apr. 1 1955
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.7	44.0	42.3	167.8	166.8	160.4	71.65	73.39	67.85
Metal mining.....	43.4	44.4	43.4	173.1	171.5	163.6	75.13	76.15	71.00
Gold.....	45.2	46.1	44.9	143.5	142.3	139.1	64.86	65.60	62.46
Other metal.....	42.6	43.6	42.7	187.7	185.8	177.7	79.96	81.01	75.88
Fuels.....	40.8	43.5	39.8	160.3	160.4	156.0	65.40	69.77	62.09
Coal.....	38.9	41.9	37.8	149.7	150.0	147.4	58.23	62.85	55.72
Oil and natural gas.....	45.8	47.5	45.3	183.5	184.6	175.6	84.04	87.69	79.55
Non-metal.....	42.8	43.3	42.3	157.4	157.9	154.1	67.37	68.37	65.18
Manufacturing.....	41.1	41.3	41.1	150.4	148.5	144.3	61.81	61.33	59.31
Food and beverages.....	41.4	41.3	41.0	132.1	130.1	126.3	54.69	53.73	51.78
Meat products.....	42.3	39.5	40.7	158.3	155.0	154.8	66.96	61.23	63.00
Canned and preserved fruits and vegetables.....	38.3	39.7	38.6	119.0	121.2	114.1	45.58	48.12	44.04
Grain mill products.....	41.3	41.3	40.7	142.1	141.5	137.4	58.69	58.44	55.92
Bread and other bakery products.....	44.5	43.5	43.5	114.8	113.9	108.5	51.09	49.55	47.20
Distilled and malt liquors.....	40.5	40.4	39.8	167.9	168.0	161.2	68.00	67.87	64.16
Tobacco and tobacco products.....	39.5	40.0	39.0	140.2	126.0	128.1	55.38	50.40	49.96
Rubber products.....	41.1	41.1	42.0	154.4	150.8	148.8	63.46	61.98	62.50
Leather products.....	40.1	41.8	40.8	103.4	103.6	100.3	41.46	43.30	40.92
Boots and shoes (except rubber).....	39.9	41.6	40.5	99.5	99.7	96.7	39.70	41.48	39.16
Textile products (except clothing).....	41.4	43.3	42.5	113.3	113.2	112.0	46.91	49.02	47.60
Cotton yarn and broad woven goods.....	42.2	42.2	41.3	112.3	113.6	113.1	45.14	47.94	46.71
Woolen goods.....	42.2	44.0	43.2	106.5	106.5	104.0	44.94	46.86	44.93
Synthetic textiles and silk.....	42.8	45.2	44.5	120.9	118.7	117.4	51.75	53.65	52.24
Clothing (textile and fur).....	38.1	39.5	38.3	99.8	99.2	97.8	38.45	39.48	37.84
Men's clothing.....	38.4	39.3	38.4	100.2	98.2	96.3	38.08	40.25	38.05
Women's clothing.....	36.3	38.3	36.8	104.9	105.1	103.4	38.08	40.25	37.81
Knit goods.....	39.1	41.2	38.7	97.7	97.9	97.7	38.20	40.33	37.81
*Wood products.....	40.8	41.9	41.0	132.5	131.3	128.3	54.06	55.01	52.60
Saw and planing mills.....	39.8	40.8	40.4	142.8	141.2	137.0	56.83	57.61	55.35
Furniture.....	42.4	43.5	42.1	120.1	119.5	116.4	50.92	51.98	49.00
Other wood products.....	42.4	43.8	42.3	111.2	110.2	108.5	47.15	48.27	45.90
Paper products.....	42.4	42.3	42.1	172.4	171.5	163.8	73.10	72.54	68.96
Pulp and paper mills.....	42.8	42.6	42.4	184.4	183.4	174.6	78.92	78.13	74.03
Other paper products.....	41.3	41.3	41.2	136.1	135.9	130.2	56.21	56.13	53.64
Printing, publishing and allied industries.....	40.2	40.0	40.0	179.8	178.7	171.8	72.28	71.36	68.72
*Iron and steel products.....	41.5	41.9	41.2	169.7	169.7	161.8	70.43	71.10	66.66
Agricultural implements.....	41.3	40.9	40.1	178.3	177.7	169.0	73.64	72.68	67.77
Fabricated and structural steel.....	41.6	42.3	40.8	168.7	168.6	167.9	70.18	71.32	68.50
Hardware and tools.....	42.2	42.1	41.8	156.7	155.0	147.2	66.13	65.26	61.53
Heating and cooking appliances.....	41.1	42.3	40.9	142.5	143.3	142.6	58.57	60.62	58.32
Iron castings.....	42.7	42.8	41.8	166.1	166.7	159.8	70.92	71.35	66.80
Machinery manufacturing.....	42.0	43.1	41.6	161.6	162.2	155.5	67.87	69.91	64.69
Primary iron and steel.....	40.8	41.1	40.8	189.8	190.0	176.1	77.44	78.09	71.85
Sheet metal products.....	40.7	40.8	40.9	161.3	160.9	154.8	65.65	65.65	63.31
*Transportation equipment.....	41.2	40.4	41.5	171.8	169.8	167.2	70.78	68.60	69.39
Aircraft and parts.....	41.2	41.5	40.8	173.7	173.7	172.8	71.56	72.09	70.50
Motor vehicles.....	42.2	40.4	43.7	184.5	182.8	180.8	77.86	73.85	79.01
Motor vehicle parts and accessories.....	41.3	38.0	40.7	175.7	171.1	165.1	72.56	65.02	67.20
Railroad and rolling stock equipment.....	41.0	39.9	40.0	163.0	161.4	159.8	66.53	64.40	63.92
Shipbuilding and repairing.....	39.8	41.4	41.9	162.4	160.1	153.6	64.64	66.28	64.36
*Non-ferrous metal products.....	41.5	41.1	41.4	170.5	169.3	163.4	70.76	69.58	67.65
Aluminum products.....	40.9	40.8	41.1	147.8	147.8	146.3	60.45	60.30	60.13
Brass and copper products.....	42.7	42.5	42.0	160.3	158.0	153.5	68.45	67.15	64.47
Smelting and refining.....	41.4	40.8	41.3	185.4	184.2	176.3	76.76	75.15	72.81
*Electrical apparatus and supplies.....	41.0	41.0	40.4	157.5	154.8	150.9	64.58	63.47	60.96
Heavy electrical machinery and equipment.....	41.5	41.1	39.7	170.5	169.3	164.6	70.76	69.58	65.35
*Non-metallic mineral products.....	43.1	43.0	42.8	153.3	150.3	145.9	66.07	64.63	62.35
Clay products.....	43.6	43.7	42.9	140.6	139.6	136.4	61.30	61.01	58.52
Glass and glass products.....	43.0	42.9	42.6	152.5	148.6	145.1	65.58	63.75	61.81
Products of petroleum and coal.....	40.8	40.6	40.9	206.9	203.9	191.1	84.42	82.78	78.16
Chemical products.....	41.4	41.2	41.2	156.6	155.6	148.8	64.83	64.11	61.31
Medicinal and pharmaceutical preparations.....	41.7	41.9	40.9	129.1	128.9	122.9	53.53	53.01	50.27
Acids, alkalis and salts.....	42.2	41.9	42.6	180.2	176.9	171.9	76.04	74.12	73.23
Miscellaneous manufacturing industries.....	41.4	41.3	41.4	120.8	121.1	118.2	50.01	50.01	48.93
*Durable goods.....	41.4	41.4	41.3	162.2	160.6	155.8	67.15	66.49	64.35
Non-durable goods.....	40.8	41.3	40.9	137.1	135.2	131.8	65.94	55.84	53.91
Construction.....	39.5	40.9	39.4	164.1	162.9	152.6	64.82	66.63	60.12
Buildings and structures.....	39.1	40.7	38.8	175.4	174.1	162.5	68.58	70.86	63.05
Highways, bridges and streets.....	40.5	41.8	40.9	134.3	132.6	130.1	54.39	54.76	53.21
Electric and motor transportation.....	44.8	44.6	45.0	149.5	149.1	142.7	66.98	66.50	64.22
Service.....	40.4	40.5	40.5	89.1	88.5	84.9	36.00	35.84	34.38
Hotels and restaurants.....	40.3	40.9	40.8	89.2	88.9	84.6	35.95	36.36	34.52
Laundries and dry cleaning plants.....	41.3	40.3	40.7	84.9	83.3	81.4	35.06	33.57	33.13

\* Durable manufactured goods industries.



**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Week Preceding:						
March 1, 1955.....	41.2	143.5	59.12	141.7	116.0	122.2
April 1, 1955.....	41.1	144.3	59.31	142.2	116.1	122.5
May 1, 1955.....	41.2	145.4	59.90	143.6	116.4	123.4
June 1, 1955.....	41.0	145.5	59.66	143.0	115.9	123.4
July 1, 1955.....	40.9	145.0	59.31	142.2	116.0	122.6
August 1, 1955.....	40.8	145.1	59.20	141.9	116.4	121.9
September 1, 1955.....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955.....	41.5	144.8	60.09	144.1	116.9	123.3
November 1, 1955.....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955.....	41.6	146.1	60.78	145.7	116.9	124.6
January 1, 1956.....	41.4*	147.5	61.07*	146.4	116.8	125.3
February 1, 1956.....	41.2	147.3	60.69	145.5	116.4	125.0
March 1, 1956 <sup>(1)</sup> .....	41.3	148.5	61.33	147.0	116.4	126.3

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39.0 and \$57.53.

(1) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
June 1, 1950.....	25,038	16,375	41,413	184,335	70,062	254,397
June 1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
June 1, 1952.....	26,915	18,253	45,168	163,530	61,295	224,825
June 1, 1953.....	24,564	21,143	45,707	152,488	49,614	202,102
June 1, 1954.....	14,284	15,790	30,074	237,848	76,782	314,630
June 1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
July 1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
August 1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March 1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
April 1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
May 1, 1956 (1).....	35,698	19,913	55,611	313,750	89,239	402,989
June 1, 1956 (1).....	44,157	22,612	66,769	160,642	68,697	229,339

\* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT APRIL 30, 1956 <sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				March 29, 1956	April 29, 1955
<b>Agriculture, Fishing, Trapping</b> .....	<b>3,465</b>	<b>243</b>	<b>3,708</b>	<b>+2,296</b>	<b>+</b> <b>2,118</b>
<b>Forestry</b> .....	<b>5,616</b>	<b>11</b>	<b>5,627</b>	<b>+3,679</b>	<b>+</b> <b>3,990</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>1,212</b>	<b>82</b>	<b>1,294</b>	<b>+</b> <b>199</b>	<b>+</b> <b>337</b>
Metal Mining.....	777	19	796	—	—
Fuels.....	251	33	284	+	+
Non-Metal Mining.....	80	2	82	+	+
Quarrying, Clay and Sand Pits.....	24	—	24	+	+
Prospecting.....	80	28	108	+	+
<b>Manufacturing</b> .....	<b>7,613</b>	<b>3,307</b>	<b>10,920</b>	<b>+2,116</b>	<b>+</b> <b>4,457</b>
Foods and Beverages.....	618	280	898	+	+
Tobacco and Tobacco Products.....	3	21	24	—	—
Rubber Products.....	59	13	72	—	—
Leather Products.....	105	184	289	+	+
Textile Products (except clothing).....	197	175	372	+	+
Clothing (textile and fur).....	184	1,351	1,535	+	+
Wood Products.....	772	116	888	+	+
Paper Products.....	375	109	484	+	+
Printing, Publishing and Allied Industries.....	240	196	436	+	+
Iron and Steel Products.....	1,375	214	1,589	+	+
Transportation Equipment.....	1,486	110	1,596	+	+
Non-Ferrous Metal Products.....	452	73	525	+	+
Electrical Apparatus and Supplies.....	735	140	875	+	+
Non-Metallic Mineral Products.....	131	64	195	+	+
Products of Petroleum and Coal.....	88	19	107	+	+
Chemical Products.....	599	117	716	+	+
Miscellaneous Manufacturing Industries.....	194	125	319	+	+
<b>Construction</b> .....	<b>3,494</b>	<b>149</b>	<b>3,643</b>	<b>+1,525</b>	<b>+</b> <b>1,792</b>
General Contractors.....	2,595	84	2,679	+	+
Special Trade Contractors.....	899	65	964	+	+
<b>Transportation, Storage and Communication</b> .....	<b>2,353</b>	<b>535</b>	<b>2,888</b>	<b>+</b> <b>981</b>	<b>+</b> <b>1,687</b>
Transportation.....	1,955	212	2,167	+	+
Storage.....	83	18	101	+	+
Communication.....	315	305	620	+	+
<b>Public Utility Operation</b> .....	<b>532</b>	<b>82</b>	<b>614</b>	<b>+</b> <b>215</b>	<b>+</b> <b>406</b>
<b>Trade</b> .....	<b>3,848</b>	<b>3,131</b>	<b>6,979</b>	<b>+1,658</b>	<b>+</b> <b>2,231</b>
Wholesale.....	1,354	817	2,171	+	+
Retail.....	2,494	2,314	4,808	+	+
<b>Finance, Insurance and Real Estate</b> .....	<b>841</b>	<b>1,385</b>	<b>2,226</b>	<b>+</b> <b>430</b>	<b>+</b> <b>823</b>
<b>Service</b> .....	<b>8,214</b>	<b>11,055</b>	<b>19,269</b>	<b>+5,202</b>	<b>+</b> <b>7,539</b>
Community or Public Service.....	540	1,715	2,255	+	+
Government Service.....	5,123	538	5,661	+	+
Recreation Service.....	195	248	443	+	+
Business Service.....	1,155	493	1,648	+	+
Personal Service.....	1,201	8,061	9,262	+	+
<b>GRAND TOTAL</b> .....	<b>37,188</b>	<b>19,980</b>	<b>57,168</b>	<b>+13,301</b>	<b>+</b> <b>25,350</b>

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT MAY 3, 1956 <sup>(1)</sup>**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	6,029	891	6,920	4,427	1,288	5,715
Clerical workers.....	2,351	5,580	7,931	10,169	21,824	31,993
Sales workers.....	1,762	1,392	3,154	4,752	11,829	16,581
Personal and domestic service workers...	1,556	9,149	10,705	30,897	17,291	48,188
Seamen.....	36	2	38	1,521	12	1,533
Agriculture and fishing.....	3,998	50	4,048	3,002	537	3,539
Skilled and semiskilled workers.....	14,038	2,079	16,117	154,521	17,962	172,483
Food and kindred products (inc. tobacco).....	81	19	100	1,449	761	2,210
Textiles, clothing, etc.....	86	1,486	1,572	3,449	10,789	14,238
Lumber and wood products.....	5,891	4	5,895	36,063	148	36,211
Pulp, paper (inc. printing).....	53	7	60	881	474	1,355
Leather and leather products.....	53	98	151	1,154	999	2,153
Stone, clay and glass products.....	16	3	19	437	41	478
Metalworking.....	1,298	16	1,314	9,292	934	10,226
Electrical.....	188	19	207	1,586	958	2,544
Transportation equipment.....	19	6	25	436	38	469
Mining.....	489	.....	489	1,749	.....	1,749
Construction.....	1,632	1	1,633	39,625	7	39,632
Transportation (except seamen).....	1,334	40	1,374	30,356	92	30,448
Communications and public utility..	64	.....	64	694	1	695
Trade and service.....	489	310	799	2,911	1,438	4,349
Other skilled and semiskilled.....	1,992	56	2,048	16,174	954	17,128
Foremen.....	120	12	132	3,915	314	4,229
Apprentices.....	233	2	235	4,350	19	4,369
Unskilled workers.....	5,928	770	6,698	104,461	18,496	122,957
Food and tobacco.....	170	150	320	4,220	5,423	9,643
Lumber and lumber products.....	545	9	554	20,537	365	20,902
Metalworking.....	675	28	703	3,147	556	3,703
Construction.....	2,420	.....	2,420	53,629	3	53,632
Other unskilled workers.....	2,118	583	2,701	22,928	12,149	35,077
<b>GRAND TOTAL.....</b>	<b>35,698</b>	<b>19,913</b>	<b>55,611</b>	<b>313,750</b>	<b>89,239</b>	<b>402,989</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 3, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) May 3, 1956	Previous Month March 29, 1956	Previous Year April 28, 1955	(1) May 3, 1956	Previous Month March 29, 1956	Previous Year April 28, 1955
<b>Newfoundland</b>	<b>267</b>	<b>333</b>	<b>330</b>	<b>20,427</b>	<b>22,344</b>	<b>18,884</b>
Corner Brook	42	9	20	5,070	4,926	3,764
Grand Falls	4	3	54	2,511	2,126	1,604
St. John's	221	321	256	12,846	15,292	13,516
<b>Prince Edward Island</b>	<b>250</b>	<b>134</b>	<b>280</b>	<b>3,105</b>	<b>4,302</b>	<b>2,533</b>
Charlottetown	190	95	245	1,817	2,718	1,178
Summerside	60	39	35	1,288	1,584	1,405
<b>Nova Scotia</b>	<b>1,403</b>	<b>1,339</b>	<b>1,515</b>	<b>21,113</b>	<b>25,621</b>	<b>20,797</b>
Amherst	34	27	26	937	1,101	991
Bridgewater	56	27	31	1,358	1,796	906
Halifax	1,058	1,087	1,116	4,229	4,512	4,435
Inverness				948	1,112	759
Kentville	64	36	212	2,326	3,203	2,330
Liverpool	11	7	15	458	596	344
New Glasgow	71	30	30	2,875	3,572	3,466
Springhill	2	1		737	872	540
Sydney	40	49	37	3,634	4,698	4,019
Turro	61	65	40	1,838	1,907	1,137
Yarmouth	6	10	8	1,773	2,252	1,970
<b>New Brunswick</b>	<b>1,434</b>	<b>857</b>	<b>1,040</b>	<b>25,756</b>	<b>31,902</b>	<b>26,139</b>
Bathurst	17	19	121	4,520	5,786	4,984
Campbellton	45	29	17	2,709	2,679	2,930
Edmundston	320	23	12	1,962	3,000	2,142
Fredericton	176	129	368	1,606	2,036	1,899
Minto	90	31	8	800	697	540
Moncton	494	355	312	4,823	8,018	4,271
Newcastle	5	12	4	2,775	3,038	2,981
Saint John	234	224	178	3,205	2,793	2,705
St. Stephen	8	7	10	1,334	1,321	1,277
Sussex	36	16	7	780	827	562
Woodstock	9	12	3	1,242	1,707	1,848
<b>Quebec</b>	<b>15,361</b>	<b>9,419</b>	<b>7,559</b>	<b>151,142</b>	<b>192,971</b>	<b>177,647</b>
Asbestos	72	62	77	614	676	801
Beauharnois	60	25	60	685	847	997
Buckingham	8	18	10	1,271	1,425	1,428
Causaspascal	438	58	421	3,778	3,708	3,522
Chandler	3	6	4	2,162	2,509	1,626
Chicoutimi	577	89	116	2,070	2,841	2,459
Dolbeau	61	10	10	2,764	2,608	2,596
Drummondville	86	90	66	1,350	2,343	1,553
Farnham	24	40	38	1,050	1,241	1,173
Forestville	1,562	60	1	1,881	2,267	2,289
Gaspé	13	5	2	1,295	2,095	1,050
Granby	44	27	30	1,449	2,074	1,745
Hull	189	126	31	3,178	4,091	2,895
Joliette	109	107	145	3,254	4,161	2,736
Jonquière	141	29	63	2,230	3,212	2,299
Lacluth	50	39	14	647	785	817
La Malbaie	113	110	10	2,397	3,117	2,268
La Tuque	452	471	194	730	1,055	547
Lévis	193	95	70	2,690	4,879	5,312
Louiseville	59	53	46	1,328	1,458	1,579
Magog	12	2		499	675	
Maniwaki	34	30	10	1,055	1,104	1,739
Matane	461	7	5	4,303	4,857	4,287
Mégantic	27	62	15	1,396	1,540	1,477
Mont-Laurier	13	5	7	1,497	1,639	1,358
Montmagny	40	33	29	2,094	2,418	2,354
Montreal	5,841	4,259	3,253	38,174	51,163	54,279
New Richmond	286	6	313	2,102	2,450	2,333
Port Alfred	24	416	7	1,012	1,796	1,156
Québec	825	530	596	13,082	16,514	15,317
Rimouski	297	95	149	4,813	5,293	4,289
Rivière du Loup	191	41	293	4,103	7,067	5,052
Roberval	12	18	6	1,688	1,500	1,621
Rouyn	283	284	63	3,881	2,547	4,077
Ste. Agathe	16	18	10	997	1,447	1,026
Ste. Anne de Bellevue	106	87	88	937	1,377	1,291
Ste. Thérèse	73	39	69	1,261	1,730	1,286
St. Georges Est.	61	82	69	3,539	3,910	3,485
St. Hyacinthe	354	87	38	1,375	2,139	1,991
St. Jean	124	77	59	1,547	1,892	1,739
St. Jérôme	49	36	21	1,379	1,786	1,183
St. Joseph d'Alma	31	19	27	2,472	3,012	2,565
Sept Iles	61	37	22	1,777	1,835	1,433
Shawinigan Falls	119	61	48	3,446	5,251	3,612
Sherbrooke	272	196	160	3,116	4,192	4,003
Sorel	36	33	26	1,821	2,200	2,928
Thetford Mines	61	52	47	1,940	2,190	1,762
Trois Rivières	832	775	513	3,260	5,562	4,334

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 3, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) May 3, 1956	Previous Month March 29, 1956	Previous Year April 28, 1955	(1) May 3, 1956	Previous Month March 29, 1956	Previous Year April 28, 1955
<b>Quebec—con.</b>						
Val d'Or.....	268	334	99	2,209	2,039	2,588
Valleyfield.....	109	54	40	1,661	2,102	1,623
Victoriaville.....	189	124	69	1,883	2,352	1,737
<b>Ontario</b>	<b>20,773</b>	<b>16,565</b>	<b>10,767</b>	<b>93,676</b>	<b>137,032</b>	<b>138,983</b>
Amnrior.....	105	15	15	268	442	368
Barrie.....	203	95	192	1,143	1,556	1,189
Belleville.....	19	11	23	1,223	1,745	1,406
Bracebridge.....	213	80	214	608	1,417	916
Brampton.....	142	91	106	375	622	541
Brantford.....	168	141	72	1,469	1,545	2,168
Brockville.....	52	55	19	278	464	424
Carleton Place.....	1		2	233	325	276
Chatham.....	276	67	39	1,744	2,348	2,031
Cobourg.....	15	13	8	465	604	508
Collingwood.....	28	20	28	409	834	550
Cornwall.....	148	102	73	1,762	2,596	2,201
Fort Erie.....	58	47	6	349	582	474
Fort Frances.....	35	11	10	438	651	491
Fort William.....	394	200	141	1,449	2,556	2,269
Galt.....	145	126	58	456	740	1,064
Gananoque.....	25	5	6	129	284	211
Goderich.....	30	19	40	279	661	461
Guelph.....	232	165	133	940	1,176	1,577
Hamilton.....	1,149	851	622	6,648	8,886	10,382
Hawkesbury.....	31	21	28	787	1,127	1,045
Ingersoll.....	85	29	22	235	674	527
Kapuskasing.....	115	80	50	1,497	1,410	1,893
Kenora.....	157	32	86	293	638	806
Kingston.....	197	151	198	1,083	1,604	1,041
Kirkland Lake.....	133	126	47	1,060	1,031	1,049
Kitchener.....	117	130	98	1,095	2,353	2,446
Leamington.....	112	50	23	528	693	858
Lindsay.....	84	74	202	513	959	638
Listowel.....	57	55	19	240	433	394
London.....	1,018	892	645	2,581	3,308	3,676
Midland.....	40	6	22	461	1,173	802
Napanee.....	10	5	10	500	778	463
New Toronto.....	386	227	157	1,431	2,361	2,113
Niagara Falls.....	162	75	63	1,084	1,713	2,283
North Bay.....	82	46	100	982	1,720	1,419
Oakville.....	327	205	113	210	378	336
Orillia.....	49	64	33	521	833	658
Oshawa.....	271	361	124	1,913	3,366	2,355
Ottawa.....	4,179	3,756	1,431	4,085	5,503	4,850
Owen Sound.....	59	57	48	1,175	1,890	1,451
Parry Sound.....	18	2	23	310	490	451
Pembroke.....	394	316	189	1,418	1,763	1,856
Perth.....	29	30	47	407	662	572
Peterborough.....	242	162	53	2,229	2,756	2,789
Pictou.....	25	5	5	348	627	369
Port Arthur.....	582	477	251	3,374	4,389	5,021
Port Colborne.....	23	14	4	337	640	733
Prescott.....	21	22	9	854	1,011	713
Renfrew.....	23	15	19	331	528	683
St. Catharines.....	222	144	88	1,447	2,897	2,554
St. Thomas.....	143	65	67	820	905	965
Sarnia.....	129	80	48	920	1,632	2,087
Sault Ste. Marie.....	451	388	234	1,246	1,462	1,821
Simcoe.....	104	38	49	909	1,194	1,020
Sioux Lookout.....	19	23	11	217	283	268
Smiths Falls.....	12	10	14	286	618	292
Stratford.....	91	66	33	323	615	761
Sturgeon Falls.....	2	5		1,025	1,224	1,557
Sudbury.....	435	320	274	2,962	3,600	4,081
Timmins.....	110	127	37	1,906	2,047	2,296
Toronto.....	5,480	4,759	3,191	21,253	31,751	36,704
Trenton.....	99	102	34	630	956	915
Walkerton.....	58	41	57	374	710	468
Wallaceburg.....	23	17	14	347	542	650
Welland.....	69	51	16	809	1,360	1,860
Weston.....	454	404	334	1,038	1,701	1,438
Windsor.....	360	275	286	4,112	6,019	4,651
Woodstock.....	46	51	54	505	671	601
<b>Manitoba</b>	<b>2,901</b>	<b>1,993</b>	<b>2,040</b>	<b>20,474</b>	<b>25,605</b>	<b>22,322</b>
Brandon.....	334	216	245	1,812	2,275	1,979
Dauphin.....	52	26	62	977	1,449	974
Flin Flon.....	64	41	25	139	140	264
Portage la Prairie.....	58	49	71	1,005	1,219	1,056
The Pas.....	24	8	5	70	133	131
Winnipeg.....	2,369	1,653	1,632	16,471	20,389	17,918



**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 3, 1956**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) May 3, 1956	Previous Month March 29, 1956	Previous Year April 28, 1955	(1) May 3, 1956	Previous Month March 29, 1956	Previous Year April 28, 1955
<b>Saskatchewan.....</b>	<b>2,822</b>	<b>1,271</b>	<b>1,600</b>	<b>13,207</b>	<b>19,341</b>	<b>13,936</b>
Estevan.....	125	83	68	260	299	232
Moose Jaw.....	452	250	182	916	1,695	1,101
North Battleford.....	130	120	39	861	1,420	1,148
Prince Albert.....	77	44	32	2,121	2,223	2,294
Regina.....	953	319	707	2,700	4,894	2,799
Saskatoon.....	624	230	289	3,342	4,529	3,002
Swift Current.....	230	106	89	437	1,063	696
Weyburn.....	76	38	62	336	510	330
Yorkton.....	155	81	132	2,234	2,708	2,334
<b>Alberta.....</b>	<b>5,355</b>	<b>2,920</b>	<b>2,438</b>	<b>19,921</b>	<b>26,014</b>	<b>25,186</b>
Blairmore.....	32	34	15	384	465	388
Calgary.....	1,650	1,078	896	4,632	6,691	7,079
Drumheller.....	28	11	30	504	647	667
Edmonton.....	1,845	1,251	989	10,828	12,242	11,115
Edson.....	87	88	74	332	354	461
Lethbridge.....	1,408	261	245	1,464	2,931	2,534
Medicine Hat.....	208	114	100	591	1,315	1,194
Red Deer.....	97	83	66	1,186	1,369	1,706
<b>British Columbia.....</b>	<b>5,045</b>	<b>3,847</b>	<b>2,594</b>	<b>34,168</b>	<b>47,834</b>	<b>46,399</b>
Chilliwack.....	64	99	72	915	1,887	982
Courtenay.....	94	49	20	407	873	904
Cranbrook.....	9	11	23	773	1,101	1,304
Dawson Creek.....	66	43	36	754	551	699
Duncan.....	82	50	55	450	1,042	450
Kamloops.....	140	85	86	1,015	1,022	920
Kelowna.....	18	12	25	1,146	1,512	757
Kitimat.....	525	425	.....	243	257	.....
Mission City.....	90	61	63	736	1,384	1,060
Nanai mo.....	78	82	22	635	1,409	776
Nelson.....	75	25	9	821	1,159	1,236
New Westminster.....	343	203	153	3,771	5,303	5,002
Penticton.....	11	6	21	720	1,470	1,180
Port Alberni.....	105	158	23	242	615	301
Prince George.....	209	88	91	2,381	1,350	2,485
Prince Rupert.....	127	71	99	877	1,102	947
Princeton.....	12	3	4	203	392	282
Trail.....	18	13	29	786	1,053	928
Vancouver.....	2,167	1,843	1,205	13,760	19,148	21,143
Vernon.....	71	13	26	1,004	1,753	1,574
Victoria.....	484	351	281	2,041	2,925	2,913
Whitehorse.....	257	126	251	458	526	556
<b>Canada.....</b>	<b>55,611</b>	<b>38,678</b>	<b>30,163</b>	<b>402,989</b>	<b>532,966</b>	<b>492,876</b>
Males.....	35,698	23,010	15,508	313,750	423,221	394,275
Females.....	19,913	15,668	14,655	89,239	104,745	98,601

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (4 months).....	203,162	127,484	75,678	16,898	50,170	72,164	39,574	24,356
1956 (4 months).....	267,065	183,851	83,214	19,806	62,433	99,663	51,476	33,687

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE APRIL 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability Days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	18.5	3,859	77,557 (582)	1,590,986
Prince Edward Island.....	3.7	666	15,475 (556)	268,375
Nova Scotia.....	23.1	6,460	96,897 (5,625)	1,740,543
New Brunswick.....	27.8	7,948	116,840 (4,146)	2,193,869
Quebec.....	153.2	50,753	643,584 (51,552)	12,677,838
Ontario.....	98.9	30,690	415,401 (46,711)	7,754,362
Manitoba.....	21.3	5,086	89,444 (6,793)	1,655,532
Saskatchewan.....	18.1	3,310	76,141 (3,434)	1,286,813
Alberta.....	17.4	7,330	73,037 (4,217)	1,550,559
British Columbia.....	33.2	10,552	139,569 (13,723)	2,482,732
Total, Canada, April 1956.....	415.2	126,654	1,743,909 (137,339)	33,201,609
Total, Canada, March 1956.....	451.5	154,458	2,008,060 (138,743)	38,167,352
Total, Canada, April 1955.....	496.6	149,259	10,747,880‡ (118,354)	33,775,066

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

‡ Days.

**TABLE E-2.—REGULAR CLAIMANTS \* HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, APRIL 30, 1956**

Province and Sex	Duration on the Register (weeks)									April 29, 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
CANADA.....	292,063†	46,220	24,184	30,622	48,103	39,500	40,179	28,864	34,391	353,928
Male.....	228,257	35,262	19,500	25,067	38,896	31,386	31,229	23,637	23,280	284,328
Female.....	63,806	10,958	4,684	5,555	9,207	8,114	8,950	5,227	11,111	69,600
Newfoundland.....	13,595	1,794	1,098	1,200	1,707	1,913	2,793	1,996	1,094	11,438
Male.....	13,109	1,740	1,081	1,165	1,650	1,847	2,681	1,839	1,006	11,079
Female.....	486	54	17	35	57	66	112	57	88	359
Prince Edward Island....	2,045	162	136	121	219	232	534	430	211	1,486
Male.....	1,712	138	100	106	196	188	453	382	149	1,260
Female.....	333	24	36	15	23	44	81	48	62	226
Nova Scotia.....	16,488	2,575	1,358	1,978	2,565	2,058	2,583	1,642	1,729	15,979
Male.....	14,536	2,300	1,240	1,790	2,280	1,797	2,262	1,497	1,370	14,201
Female.....	1,952	275	118	188	285	261	321	145	359	1,778
New Brunswick.....	19,401	3,418	1,672	1,895	3,131	2,708	3,151	2,025	1,401	17,659
Male.....	17,126	3,111	1,441	1,695	2,785	2,434	2,796	1,811	1,053	16,030
Female.....	2,275	307	231	200	346	274	355	214	348	1,629
Quebec.....	112,037	15,506	9,037	12,626	21,539	17,053	14,069	10,918	11,289	129,922
Male.....	91,744	11,784	7,416	10,589	18,557	14,774	11,738	9,436	7,450	106,998
Female.....	20,293	3,722	1,621	2,037	2,982	2,279	2,331	1,482	3,839	22,924
Ontario.....	67,755	12,467	5,125	6,690	11,024	8,375	8,897	5,508	9,669	101,469
Male.....	45,194	8,302	3,399	4,750	7,669	5,451	5,796	3,837	5,990	74,538
Female.....	22,561	4,165	1,726	1,940	3,355	2,924	3,101	1,671	3,679	26,931
Manitoba.....	13,277	1,944	868	1,071	1,716	1,665	2,231	1,578	2,204	14,264
Male.....	9,174	1,238	647	785	1,204	1,098	1,487	1,193	1,522	10,175
Female.....	4,103	706	221	286	512	567	744	385	682	4,189
Saskatchewan.....	9,118	878	900	666	986	1,147	1,574	1,310	1,657	9,365
Male.....	7,173	716	785	539	749	865	1,155	1,105	1,259	7,469
Female.....	1,945	162	115	127	237	282	419	205	398	1,896
Alberta.....	15,418	2,996	1,745	2,116	2,099	1,756	1,689	1,269	1,748	22,131
Male.....	12,755	2,600	1,589	1,919	1,762	1,341	1,230	1,038	1,276	19,511
Female.....	2,663	396	156	197	337	415	459	231	472	2,620
British Columbia.....	22,929	4,480	2,245	2,259	3,117	2,593	2,658	2,188	3,389	30,115
Male.....	15,734	3,333	1,802	1,729	2,044	1,591	1,631	1,399	2,205	23,067
Female.....	7,195	1,147	443	530	1,073	1,002	1,027	789	1,184	7,048

\* Seasonal benefit is no longer applicable, the period having expired on April 21, (in 1955, April 15).

† This total, which includes disability claimants, is comparable to former totals of ordinary, short-time and temporary lay-off claimants.



**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, APRIL 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices	Disposal of Claims (Regular Benefit only) and Claims Pending at End of Month					
	Total*	Initial†	Renewal	Total Disposed of‡	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	5,207	4,079	1,128	5,521	2,765	2,756	2,291
Prince Edward Island.....	719	590	129	792	365	427	171
Nova Scotia.....	7,318	5,369	1,949	8,265	5,377	2,888	2,111
New Brunswick.....	9,431	6,928	2,503	10,141	6,222	3,919	2,481
Quebec.....	47,962	36,186	11,776	59,842	36,846	22,996	13,073
Ontario.....	33,767	24,031	9,736	37,527	23,755	13,772	7,207
Manitoba.....	6,098	4,533	1,565	6,550	3,679	2,871	895
Saskatchewan.....	4,097	3,267	830	4,491	2,287	2,204	749
Alberta.....	8,457	6,461	1,996	10,316	6,668	3,648	1,713
British Columbia.....	12,313	8,426	3,887	13,595	8,938	4,657	2,958
Total, Canada, April 1956.....	135,369	99,870	35,499	157,040	96,902	60,138	33,654
Total, Canada, March 1956.....	170,687	121,708	48,979	176,734	114,060	62,674	55,408
Total, Canada, April 1955.....	154,260	107,480	46,780	173,611	117,599	56,012	32,269

\* In addition, revised claims received numbered 28,733.

† Includes initial claims considered for seasonal benefit.

‡ In addition, 41,889 revised claims were disposed of. Of these, 13,822 were special requests not granted, and 1,233 were appeals by claimants. There were 4,662 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1955—March.....	3,476,000	2,856,300	619,700†
April.....	3,469,000	2,863,800	605,200†
May.....	3,260,000	2,906,100	353,900
June.....	3,253,000	3,012,300	240,700
July.....	3,298,000	3,111,700	186,300
August.....	3,309,000	3,141,300	167,700
September.....	3,345,000	3,192,200	152,800
October.....	3,343,000	3,197,600	145,400
November.....	3,359,000	3,195,900	163,100
December.....	3,407,000	3,187,200	219,800
1956—January.....	3,505,000	3,116,900	388,100†
February.....	3,532,000	3,055,100	475,900†
March.....	3,571,000	3,060,000	511,000†

\* Claimants having an unemployment register in the live file last working day of preceding month. The series prior to November 1955 has been revised to include all claimants (ordinary, short-time and temporary lay-off).

† Includes seasonal benefit claimants.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodi- ties and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	108.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF MAY 1956**

Source: Dominion Bureau of Statistics

(1949 = 100)

—	Total			Food	Shelter	Clothing	Household Operations	Other Commodi- ties and Services
	May 1, 1955	April 1, 1956	May 1, 1956					
(1) St. John's, Nfld.....	105.0	105.9	106.6	103.1	109.8	100.8	104.5	114.5
Halifax.....	115.4	114.8	114.7	104.3	125.6	114.2	119.9	120.3
Saint John.....	118.1	117.6	117.5	108.6	128.5	116.7	117.4	124.8
Montreal.....	117.0	116.7	116.6	111.0	136.2	108.0	114.7	120.5
Ottawa.....	117.3	117.7	117.7	107.2	136.8	111.4	116.4	124.2
Toronto.....	118.9	118.7	119.1	107.7	148.3	111.2	116.5	120.9
Winnipeg.....	115.6	116.5	116.1	109.4	127.6	113.2	113.9	120.8
Saskatoon—Regina.....	114.4	114.9	114.6	109.5	118.1	114.8	116.4	116.5
Edmonton—Calgary.....	114.2	114.6	114.3	106.5	121.2	113.9	116.8	119.7
Vancouver.....	117.2	118.6	117.7	111.1	128.2	113.5	124.1	120.1

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MAY 1955, 1956†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
<b>1956*</b>						
January.....	13‡	13	17,335‡	17,335	338,340	0.38
February.....	12	22	3,884	20,144	234,795	0.27
March.....	12	22	2,324	3,243	16,875	0.02
April.....	14	20	2,500	2,772	10,050	0.01
May.....	29	33	16,420	17,855	136,510	0.16
Cumulative.....	80		42,463		736,570	0.17
<b>1955</b>						
January.....	18‡	18	12,179‡	12,179	218,985	0.25
February.....	5	12	346	2,843	20,669	0.02
March.....	7	13	1,778	2,297	15,752	0.02
April.....	16	21	1,821	2,656	25,369	0.03
May.....	9	17	2,237	3,200	40,500	0.05
Cumulative.....	55		18,361		321,275	0.07

\* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.



**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, MAY 1956 (1)**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (?)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to May 1956					
MINING— Lead and zinc miners, Ainsworth, B.C.	1	68	1,600	Mar. 21	For a new agreement providing for increased wages and reduced hours from 44 to 40 per week with same take-home pay, following reference to conciliation board; unconcluded.
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Cotton factory workers, Drummondville, Que.	1	1,320	30,000	Apr. 27	Dispute over quality checkers; unconcluded.
<i>Metal Products—</i> Electrical apparatus factory workers, Pembroke, Ont.	1	20	440	Apr. 5	For a greater increase in wages than recommended by conciliation board in new agreement under negotiations; unconcluded.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Chemical factory workers, Palo, Sask.	1	27	270	Oct. 22 1955	For a new agreement providing for increased wages, shift differential and reduced hours from 44 to 40 per week with same take-home pay; concluded May 11; conciliation; compromise.

**Strikes and Lockouts Commencing During May 1956**

<b>MINING—</b> Coal miners, Thorburn, N.S.	1	375	1,125	May 16	Dispute over hour set for riding trip; concluded May 18; return of workers; in favour of employer.
Coal miners, Glance Bay, N.S.	1	532	700	May 23	Protesting suspension of four miners for loading dirty coal; concluded May 24; return of workers; in favour of employer.
<b>MANUFACTURING—</b> <i>Vegetable Foods, etc.—</i> Bakery workers, Vernon, B.C.	1	7	165	May 1	For a union agreement providing for increased wages and reduced hours from 44 to 40 per week with same take-home pay; unconcluded.
<i>Fur and Leather Products—</i> Fur dressers and dyers, Toronto, Ont.	1	13	80	May 3	For a new agreement providing for increased wages; concluded May 11; negotiations; in favour of workers.
Fur factory workers, Toronto, Ont.	17	70	325	May 28	For a new agreement providing for "no subcontracting clause"; concluded May 31; negotiations; in favour of workers.
<i>Textiles, Clothing, etc.—</i> Cotton factory workers, Magog, Que.	1	(3) 2,010	35,000	May 8	Protesting proposed time study of certain operations; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, MAY 1956 <sup>(1)</sup>

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
Textile weavers, Cornwall, Ont.	1	17	30	May 9	For upward revision in incentive bonus; concluded May 10; return of workers pending settlement; indefinite.
Cotton factory workers, Sherbrooke, Que.	1	925	13,600	May 11	Protesting dismissal of a worker for poor workmanship; unconcluded.
Cotton factory workers, Ville Montmorency, Que.	1	1,529	14,500	May 18	For a new agreement providing for increased wages, union shop or Rand formula, seniority and other changes, and dispute <i>re</i> time-study findings, following reference to arbitration board; unconcluded.
<i>Pulp, Paper and Paper Products—</i> Pulp and paper mill workers, Jonquiere, Kenogami and River Bend, Que.	3	<sup>(4)</sup> 1,600	7,000	May 23	For new agreements providing for increased wages, parity in wages and hours between mills and other changes, following reference to arbitration board; concluded May 29; negotiations; compromise.
<i>Printing and Publishing—</i> Plate printers, Ottawa, Ont.	1	17	85	May 16	Dispute over production quota; concluded May 23; negotiations; indefinite.
<i>Miscellaneous Wood Products—</i> Lumber mill workers, St. John's West, Nfld.	1	36	125	May 23	For a new agreement providing for increased wages; concluded May 26; negotiations; indefinite, result not reported.
<i>Metal Products—</i> Aircraft engine factory workers, Malton, Ont.	1	2,350	2,500	May 1	Protesting job assignments; concluded May 2; negotiations; indefinite.
Machine and tool factory workers, Montreal, Que.	1	26	205	May 2	For implementation of award of arbitration board for increased wages in union agreement under negotiations; concluded May 11; return of workers and replacement; in favour of employer.
Agricultural implement factory workers, Hamilton, Ont.	1	1,500	700	May 3	To attend a union meeting <i>re</i> strike vote; concluded May 3; return of workers; indefinite, see later strike.
Electrical apparatus factory workers, Toronto, Ont.	1	351	7,000	May 3	For a new agreement providing for increased wages and pension plan, following reference to conciliation board; unconcluded.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, MAY 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
Electric motor factory workers, St. Thomas, Ont.	1	78	1,090	May 7	For a new agreement providing for increased wages, union security, seniority, fringe benefits and term of agreement, following reference to conciliation board; concluded May 25; negotiations; compromise.
Die casting factory workers, Wallaceburg, Ont.	1	294	2,950	May 17	For a new agreement providing for reduced hours from 45 to 40 per week with same take-home pay, following reference to conciliation board; unconcluded.
Electronic equipment factory workers, Montreal, Que.	1	125	185	May 23	For a new agreement providing for wage increase retroactive to Aug. 1, 1955, following reference to arbitration board; concluded May 24; negotiations; in favour of workers.
Agricultural implement factory workers, Hamilton, Ont.	1	1,500	700	May 25	Alleged delay in negotiations for a new agreement providing for increased wages, guaranteed annual wage and fringe benefits; concluded May 25; negotiations; compromise.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Paint factory workers, Brantford, Ont.	1	118	200	May 10	For a union agreement providing for increased wages, seniority, extension of vacation plan and other changes; concluded May 11; negotiations; in favour of workers.
CONSTRUCTION— <i>Buildings and Structures—</i> Bricklayers, stonemasons and apprentices, Prince Albert and Saskatoon, Sask.	.....	39	350	May 1	For a new agreement providing for increased wages; concluded May 11; conciliation; compromise.
Carpenters, Vernon, B.C.	1	<sup>(5)</sup> 11	30	May 9	For a union agreement providing for increased wages; concluded May 11; negotiations; in favour of workers.
Asbestos insulation mechanics and improvers, Ont.	15	<sup>(6)</sup> 335	4,280	May 14	For a new agreement providing for increased wages, welfare fund and ratio of three mechanics to one improver, following reference to conciliation board; partial return of workers; unconcluded.
Power machine operators, Ottawa, Ont.	.....	150	150	May 31	For increased wages; unconcluded.



**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, MAY 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During May 1956—Concluded					
TRANSPORTATION AND PUBLIC UTILITIES— <i>Electric Railways and Local Bus Lines—</i> Bus drivers, mechanics, checkers and helpers, Windsor, Ont.	1	283	2,800	May 21	For seniority in holiday schedules; unconcluded.
<i>Water—</i> Unlicensed and licensed ships' personnel, Great Lakes and St. Lawrence River.	.....	2,100	8,000	May 10	For a new agreement pro- viding for hourly instead of monthly rates of pay, in- crease in wages and in pay for overtime, and limitation of hours of work, following reference to conciliation board; concluded May 19; conciliation, federal; compro- mise.
TRADE— Ready-mix concrete jobbers, Halifax, N.S.	1	22	300	May 15	For a new agreement pro- viding for increased wages, reduced hours from 49½ to 44½ per week with same take- home pay and fringe benefits; unconcluded.
Steel jobbers, Kitchener, Ont.	1	7	25	May 28	For a union agreement pro- viding for increased wages, reduced hours and fringe benefits; unconcluded.

<sup>(1)</sup> Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

<sup>(2)</sup> In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

<sup>(3)</sup> 77 indirectly affected; <sup>(4)</sup> 552 indirectly affected; <sup>(5)</sup> 10 indirectly affected; <sup>(6)</sup> 1,275 indirectly affected.

## H—Industrial Accidents

**TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE FIRST QUARTER OF 1956 BY GROUPS OF INDUSTRIES AND CAUSES**

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Striking Against or Stepping on Objects.....													
Struck by.....	5	24		20	10	12		10					81
(a) Tools, machinery, cranes, etc.....	1	1		3	1	2							8
(b) Moving vehicles.....	1	1		4	1			9					18
(c) Other objects.....	3	22		13	8	9		1					55
Caught In, On or Between Machinery, Vehicles, etc.....	1	2		3	7	1		2	2				18
Collisions, Derailments, Wrecks, etc.....	1	4	2	1	7	7		20	2		3		47
Falls and Slips.....	2	1	1	9	13	10	1	5	1		2		45
(a) Falls on same level.....													
(b) Falls to different levels.....	2	1	1	9	13	10	1	5	1		2		45
Conflagrations, Temperature Extremes and Explosions.....		5		2	1	2	1	3	1		2		18
Inhalation, Absorptions, Asphyxiation, etc.....				9	5			3			4		21
Electric Current.....						4							4
Over-exertion and Industrial Diseases.....				1	5	1		2	1		4		14
Miscellaneous Accidents.....													
Total, First Quarter—1956.....	9	36	3	45	48	38	2	45	7		15		248*
Total, First Quarter—1955.....	9	46	3	33	66	31	6	43	10	1	20		268

**TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1956**

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....					2	4		2		1		9
Logging.....	2		1		6	10		1	5	11		36
Fishing and Trapping.....	3											3
Mining and Quarrying.....	1		1	1	7	16	1	1	7	10		45
Manufacturing.....	1		2	1	12	14	1		7	10		48
Construction.....			1		9	14			5	9		38
Electricity, Gas, Water Production and Supply.....			1							1		2
Transportation, Storage and Communications.....			1	2	8	7	2	4	12	6	3	45
Trade.....			1			5				1		7
Finance.....												
Service.....			1	1	2	5	2		2	2		15
Unclassified.....												
Total.....	7		9	5	46	75	6	8	38	51	3	248*

\* Of this total 198 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 50 were obtained from other non-official sources.

# **Here's VALUE**

## **A 50% Reduction under This Special GROUP SUBSCRIPTION OFFER**

**A 12 MONTHS' SUBSCRIPTION**

**TO THE**

## **LABOUR GAZETTE**

**For  
Only**

**\$1.00**

**Per  
Subscription**

**FOR GROUPS OF FIVE OR MORE SUBSCRIBERS**

Cut the regular price in half by ordering five or more subscriptions at the same time. This offer is designed so that a union local can subscribe for its members, a company for its foremen and personnel officers, a university class for all students in labour relations, labour law, or labour economics



**A list of names and addresses of subscribers must accompany each order**



Send remittance by cheque, postal note or money order, payable to the  
Receiver General of Canada, to Circulation Manager, LABOUR GAZETTE,  
Department of Labour, Ottawa



## manpower and labour relations

### REVIEW

Economics and Research Branch, Department of Labour, Canada

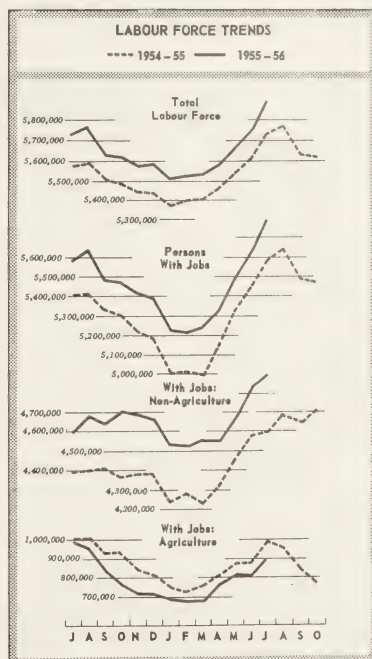
## Current Manpower Situation

**E**MPLOYMENT reached an all-time high during July, producing the tightest manpower situation since 1951. Labour shortages were reported in an increasing number of occupations, particularly in the western provinces. Construction and forestry continued to attract large numbers of workers, drawing on the supply usually available for farming operations.

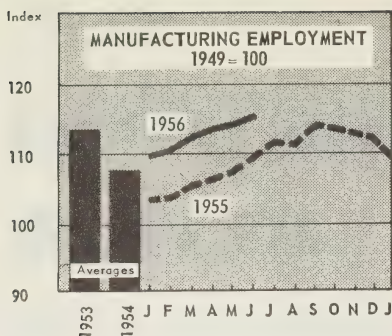
In the week ended July 21, persons with jobs were estimated at 5,789,000, about 142,000 more than in June and 201,000 more than in July 1955. Persons without jobs and seeking work declined by 15,000 to 102,000, some 48,000 fewer than in July 1955. Registrations for employment at National Employment Service offices continued to show a similar downward trend.

Particularly strong demand for workers during the month came from farming, forestry, construction and the tourist industries. Two-thirds of the employment increase took place in agriculture, mainly in the Prairie and Ontario regions, where labour supplies were already tight. Labour shortages developed in ten additional areas, bringing the total number of areas in the shortage category to 21. All but one of these were in Ontario or the Prairie Provinces.

Construction reached a new record during June, when it was



**A Monthly Labour Gazette Feature**



estimated that 35,000 more workers were employed than ever before. In July, forestry employment was at a new high for the month and the demand for labour was very strong in all pulpwood areas. Farm operators, on the other hand, were experiencing little success in attracting workers; the number employed in agriculture was some 92,000 lower than last year.

The settlement of the steel strike in the United States and the successful conclusion of negotiations in the Canadian steel industry removed the threat of a production cutback in several manufacturing industries. By mid-June, employment in manufacturing was at a new record of 1,450,000, about 6 per cent higher than a year earlier. There was apparently little change during July, apart from the usual slowdown caused by annual holidays and the beginning of model change-over in the automobile industry.

The current high level of activity has not been achieved without a considerable strain on manpower and material resources. Since the economic upturn in early 1955, the rate of increase in production and employment has been very high—as high, in fact, as in any comparable postwar period. The high rate of employment increase was facilitated by the large surplus of labour that existed at the beginning of the expansion period. In fact, employment increased by about 200,000 during the year ended July 1956; about 150,000 of this increase came from the rapidly growing labour force and the remainder from the ranks of the unemployed.

Because of the limited supplies of manpower readily available at present, it seems clear that the rate of employment increase will be slower in the remaining months of the year. In July, the number of persons without jobs and seeking work had fallen to 1.7 per cent of the labour force, almost as low as this figure has ever been. The school holidays, of course, brought the usual influx of students into the labour force but in most areas they quickly found jobs and the demand for workers in many occupations continued unabated.

How well is the demand for workers distributed across the country? In any period of expansion, there are always some areas that are touched lightly, or not at all, by the general prosperity. This time, however, most centres have recorded noticeable increases in employment, although in some areas, the employment gains have not absorbed all available workers. At the beginning of August, only 12 areas were classified as having a moderate labour surplus, fewer than at any comparable date in the past five years.

Scarcities of labour are concentrated in Ontario and the Prairie Provinces. The most recent data place almost one-fifth of all labour market areas in the country in the labour shortage category, which indicates that the demand for workers exceeds the supply in most of the

major occupations in these areas. Of the 21 shortage areas, 8 are in Ontario and 12—more than half the number of areas in the Prairie region—in the Prairie Provinces.

In addition to the concentration of labour requirements in certain areas there are noticeable concentrations of demand in certain occupations. The accompanying table gives some indication of demand and supply in 26 of the 100 occupational groups listed by the National Employment Service. The table is based on the proportions of job vacancies to applications for employment registered at NES offices. It should be noted that applications for employment are a more complete indication of supply than vacancies are of demand. This is so because in order to draw unemployment insurance benefits a person must register for employment, while employers register vacancies on an entirely voluntary basis. Consequently, a shortage situation is considered to exist when vacancies are approximately 50 per cent of applications.

The July figures show that, for the country as a whole, vacancies were more than 50 per cent of registrations in 15 occupations—more than at any time since 1951. In many occupations the ratio was far greater than 50 per cent, reflecting more intense shortages. As might be expected, the heaviest demand was in the Prairie Provinces. Of the 26 occupations listed, all but four were suffering from shortages in the Prairies. More than half were in short supply in Ontario and British Columbia.

#### Labour Shortages for Selected Occupational Groups

July 1956

Note: Each (x) shows where vacancies listed by employers amount to 50 per cent or more of registrations for employment at National Employment Service offices.

Occupations	Canada	Atlantic	Quebec	Ontario	Prairie	Pacific
<b>Males</b>						
Accountants .....	x	x		x	x	
Engineers .....	x	x	x	x	x	x
Draftsmen .....	x	x	x	x	x	x
Farm and harvest hands .....	x	x	x	x	x	x
Loggers and bushmen .....	x	x	x	x	x	
Machinists, toolmakers, diesetters..		x		x	x	
Sheet metal workers .....	x			x	x	x
Boilermakers .....				x		
Structural iron and steel workers....	x				x	x
Welders and flame cutters .....	x	x		x	x	x
Electricians .....		x			x	x
Miners .....	x		x	x	x	x
Bricklayers and tile setters .....	x	x	x		x	
Carpenters .....					x	
Cement and concrete finishers .....	x				x	
Painters .....	x		x		x	
Plasterers .....		x			x	
Plumbers and steamfitters .....		x			x	x
Cranemen and shovelmen .....	x		x		x	
Blasters, powdermen and drillers ....				x		
Auto mechanics .....	x		x	x	x	x
Unskilled lumber workers .....					x	
Unskilled metalworkers .....						x
Unskilled construction workers .....					x	
<b>Females</b>						
Secretaries and stenographers .....			x	x	x	
Domestic service .....	x	x	x	x	x	x



The scarcity of persons with professional qualifications is a long-standing one, and a recent survey<sup>1</sup> by the Department of Labour indicates that this situation is not likely to change substantially in the next few years. In almost all of the industries surveyed, well over half of the firms reported shortages of professional workers. The greatest difficulty appeared to be in recruiting chemists, commerce graduates and all types of engineers. During 1955, the net increase in the number of professional persons hired in the firms surveyed was generally more than 10 per cent, more than 20 per cent in some professions. Forecasts by these firms indicate that, in almost all professional occupations, requirements in the next three years would not be much less than the actual gains experienced last year.

This heavy demand is reflected in the records of the National Employment Service. Currently, the number of job vacancies listed for engineers is more than five times greater than the number of persons registered, and vacancies for draughtsmen are three times greater than registrations. Most of the vacancies are in Ontario but shortages exist of these occupations in the major centres of all regions.

The supply of construction workers is also a matter of concern in all regions, although the industry has been successful in attracting workers away from many other activities. By mid-June, employment in construction is estimated to have reached a new record of 467,000, a gain of 17 per cent from a year earlier. In July, the major requirements of the industry appeared to be satisfied. However, there were still shortages of tradesmen and unskilled construction workers in many areas of the Prairie region, notably at the Lakehead, Brandon, Swift Current, Estevan, Calgary and Edmonton. With the exception of bricklayers and plumbers, shortages of construction skills in other regions appeared to be less marked.

The heavy requirements for construction workers have, in many areas, attracted workers normally available for farming and pulpwood logging. As a result, the NES has received large orders for workers from these industries well ahead of their period of peak activity. The demand for pulp cutters is particularly heavy in Northern Ontario and Quebec.

Farm workers are needed in most agricultural areas of the country. Strong demands for tobacco workers were reported from Simcoe and Ingersoll and for sugar-beet workers in the Lethbridge area.

The supply of metal workers has tightened with the rise in economic activity, although not to the same extent as during the defence build-up in 1951. Welders are urgently required along the route of the western pipeline and in many areas of Northern Ontario and Eastern Canada. Areas where openings for machinists and sheet-metal workers are particularly plentiful include Oshawa, Ottawa, Toronto, Halifax, Calgary and Edmonton.

Scarcity of miners has resulted from the sharp rise in world demand for base metals in the past year. Hard-rock miners are required in Kirkland Lake, Val d'Or and a number of areas in British Columbia.

---

<sup>1</sup>*Biennial Survey of Requirements for Professional Personnel*, to be released in the next four months.

# Labour-Management Relations

**S**UCCESSFUL negotiations in major sections of Canadian industry brought about a sharp reduction in the number of workers involved in bargaining since mid-July. Approximately 40,000 workers who had been bargaining a month ago were covered by contracts signed for workers in the primary steel industry, for certain railway employees, for automobile workers at Windsor, Oakville and Toronto and for hydro employees in Ontario. At the time of writing, some 16,000 nickel workers at Sudbury and Port Colborne were voting on the acceptance of a settlement negotiated by their union.

In recent weeks there has been a steadily increasing number of strikes among smaller bargaining groups. At mid-August, 20 such strikes were in progress compared with 12 at mid-July. Only 2,500 workers were involved but the strikes have been of fairly long duration, 11 of them having been in effect for more than a month.

**Automobiles** – Late in July a new agreement was reached by the Ford Motor Company of Canada, Limited, and the United Automobile Workers of America. The agreement, which covers about 9,000 employees in plants at Windsor, Oakville and Toronto, followed more than three months of negotiations and will remain in effect for a period of two years. Employees will receive a 6-cent-an-hour increase in each of the two years of the contract. An immediate cost-of-living increase of 2 cents per hour is also provided and further cost-of-living adjustments may be made at regular intervals. The wage rates for certain classes of skilled tradesmen were further increased and differentials for shift work were widened. Employees will also be entitled to improvements in holiday, health and welfare and pension plans and a new apprenticeship program is to be introduced. As in the earlier General Motors agreement, the Company will contribute 5 cents an hour for purposes of a supplemental unemployment benefit plan. The new terms are, in fact, similar in many respects to the earlier agreement covering General Motors plants (I.C., Feb., p. 141).

Bargaining at the other major automobile firm, Chrysler Corporation of Canada, has also been in progress for some time and union officials have expressed the belief that a settlement along the general lines of the General Motors and Ford contracts will be reached shortly.

**Steel** – Negotiations which involved the major producers of steel in the United States and Canada were completed during the past month. The settlement of the steel strike in the United States resulted in a three-year contract with total concessions valued at 45 cents an hour. The two Canadian subsidiaries of United States steel companies, Union Drawn Steel Co., Ltd., Hamilton, and Marmoraton Mining Co. Ltd., Marmora, whose workers joined in the American strike, resumed operations following a settlement giving concessions similar to those given by the parent companies. The Canadian workers also received an additional 16-cent-an-hour wage increase designed to bring their wage rates into closer relationship with those in the United States.

Agreement between the United Steelworkers of America and the Steel Company of Canada, Limited, Hamilton, was reached on July 28, shortly after the conclusion of the steel strike in the United States. The settlement was reached during the course of conciliation board hearings under the chairmanship of Judge Walter Little. The two-year contract, effective April 1, 1956, provides for a package settlement worth 33½ cents an hour and including wage increases of 10 cents an hour, effective April 1, 1956, and 8 cents an hour effective April 1, 1957, and a 15-cent hourly premium for Sunday work, increases in job increments, shift differentials and pensions and payment for all holidays.

Contract negotiations at Algoma Steel Corporation, Limited, Sault Ste. Marie, resulting in a two-year agreement followed closely on the settlement at Hamilton. The terms of settlement were reported to be similar to those at the Steel Company of Canada.

**Railways** - The recommendations of a conciliation board appointed in the dispute between the Brotherhood of Railroad Trainmen and the Canadian National Railways were accepted by both parties by August 1. A 12-per-cent wage increase was recommended, 7 per cent to take effect April 1, 1956, and 5 per cent on June 1, 1957. Also obtained were six paid holidays and improvements in certain operating conditions.

The conciliation board appointed in the dispute between the Canadian Pacific Railway and the Brotherhood of Railroad Trainmen recently released its recommendations which are substantially the same as those for the trainmen on the CNR. Neither party has, as yet, indicated acceptance or rejection of the recommendations.

At the time of writing, conciliation is still in progress in the differences between the CPR and the Brotherhood of Locomotive Firemen and Enginemen.

**Seamen** - Approximately 2,000 west coast seamen represented by the Canadian Merchant Service Guild, National Association of Marine Engineers of Canada, Inc., and the West Coast Seamen's Union, signed agreements with 50 towboat firms, members of the British Columbia Towboat Owners' Association. The wage increase amounts to \$40.00 a month, \$25.00 effective August 1, 1956, and \$15.00 effective August 1, 1957. The work week is to be reduced from 56 to 40 hours and certain other fringe benefits are also to be granted.

**Logging** - Member companies of the Northern Interior Lumbermen's Association of B.C. and loggers, represented by the International Woodworkers of America, reached agreement on the basis of a package settlement proposed by a B.C. Government conciliation officer. The two-year contract made provision for increases of 8 cents an hour on September 1, 1956, and 5 cents on September 1, 1957, additional paid statutory holidays, a medical plan and other fringe benefits.

Negotiations are continuing between the same union and the southern interior companies of British Columbia.

**Mining** - Following reference to a conciliation board, agreement was reached by the International Nickel Co. of Canada and the International Union of Mine, Mill and Smelter Workers. The workers are voting



on the acceptance of the settlement on August 17, 1956. The proposed two-year contract includes provision for wage increases of from 8½ to 17¼ cents an hour for the first year and from 9 to 18½ cents an hour for the second. Other clauses include a premium of 15 cents an hour for Sunday work, and a 10-per-cent increase in pensions.

Coal miners in the three westernmost provinces voted recently to reject a proposed settlement of their bargaining with the Coal Operators' Association of Western Canada. The proposal includes a wage increase of 3 cents an hour, the first raise in pay sought by the union in three years. Two paid statutory holidays were also to be added to the contract.

**Clothing** – More than 7,000 members of the International Ladies' Garment Workers' Union in the Montreal area have accepted a three-year contract that will include a weekly increase in wages of \$8.00, two additional paid holidays and severance pay. Also provided for in the new agreement is an improvement in the vacation pay allowance of the workers and an increase in the employer contribution to the retirement fund. The contract goes into effect January 1, 1957.

**Shipbuilding** – Bargaining has been in progress in shipyards located at Sorel, Que., and Vancouver and Victoria, B.C. At Sorel, 200 workers of Marine Industries, Limited, agreed to a contract after a two-day strike. The workers, represented by the Canadian and Catholic Confederation of Labour, accepted a 7½-cent-an-hour immediate wage increase with an additional 7 cents to be paid beginning August 1, 1957. Bargaining at the shipyards on the west coast is centred around a substantial wage increase. The shipyard wage conference representing some 20 unions is seeking a 35-cent-an-hour increase for all classifications of workers. The present contract, however, signed two years ago, does not expire until October 15, 1956.

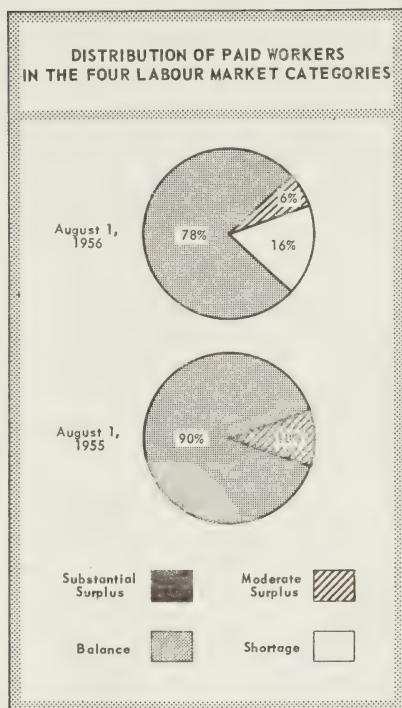
**Construction** – The dispute between 1,300 British Columbia plumbers and the Master Plumbers' Association was settled by a new agreement providing an increase of 20 cents an hour retroactive to August 1, a further 15-cent-an-hour increase on January 1, 1957, and a 1.6-per-cent increase in statutory holiday pay from April 1, 1957. At Halifax, where all the building trades bargain together, the negotiations have entered the conciliation stage.

**Public Utilities** – The National Union of Public Service Employees has signed its first agreement on behalf of 10,000 employees of the Ontario Hydro Commission. Hydro employees voted to accept the new contract, which will provide them with an average pay increase of 5 per cent. The new wage rates will be retroactive to April 1, 1956.

## Work Stoppages

Preliminary figures show 39 strikes in existence during July 1956. Involved were 9,193 workers with a resulting time loss of 57,820 man-working days. Comparative figures for the previous month are 36 strikes, involving 16,815 workers in a time loss of 77,775 days, and for July 1955, 33 strikes involving 10,924 workers in a time loss of 95,975 days.

# Manpower Situation in Local Areas



**S**UBSTANTIAL employment increases brought about a further reduction in local labour supplies during July. Changes in the demand-supply situation resulted in the reclassification of 22 areas into categories denoting a tighter labour supply and four areas, into categories denoting increasing labour supply. The classification of local labour markets at August 1 together with last year's comparable figures are shown in the table below. The most notable feature in the table is that this year 21 areas were in shortage at August 1, compared with only one last year.

As in earlier months, most of the new shortage areas are in Ontario and the Prairie Provinces. In Ottawa-Hull there was a severe shortage of workers in construction, farming and clerical occupations. Sault Ste. Marie and Pembroke were classified as shortage areas be-

cause of the scarcity of construction and forestry workers and in the six new shortage areas in the Prairies, shortages were not only of farm workers but also of construction workers, welders and numerous other occupations. Kamloops was classified as a shortage area mainly because of the heavy requirements for unskilled construction and lumber workers.

There were noticeable increases in available labour in Farnham-Granby because of seasonal layoffs in textiles and clothing, in Chatham because of layoffs in the auto parts industry and of lower employment this year in food processing, and in Central Vancouver Island because of the fire hazard in forest areas.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Aug. 1 1956	Aug. 1 1955	Aug. 1 1956	Aug. 1 1955	Aug. 1 1956	Aug. 1 1955	Aug. 1 1956	Aug. 1 1955
Metropolitan	—	—	1	2	7	9	3	—
Major Industrial	—	—	6	9	18	18	3	—
Major Agricultural	—	—	1	—	7	14	6	—
Minor	—	—	2	3	46	53	9	1
Total	—	—	10	14	78	94	21	1

\*See inside back cover May Labour Gazette.

# CLASSIFICATION OF LABOUR MARKET AREAS

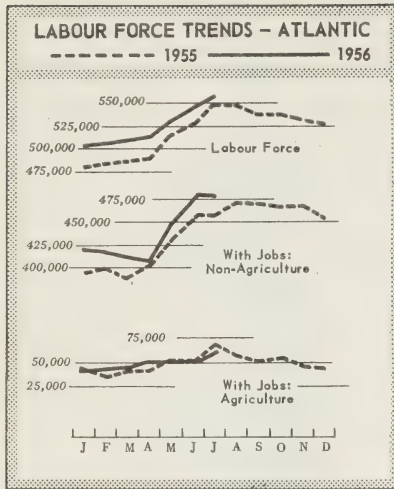
August 1, 1956

LABOUR SURPLUS		APPROXIMATE BALANCE		LABOUR SHORTAGE
Group 1	Group 2	Group 3	Group 4	
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Windsor	Hamilton Montreal Quebec - Lewis St. John's Toronto Vancouver - New Westminster Winnipeg	Calgary Edmonton → OTTAWA - HULL	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Brantford Corner Brook FARNHAM - GRANBY ← Saint John Shawinigan Falls Trois-Rivières	Corwall Guelph Halifax → JOLIETTE Kingston Kitchener Lac St. Jean London Moncton New Glasgow Niagara Peninsula Oshawa Peterborough → ROUYN - VAL D'OR Sarnia Sherbrooke Sydney Victoria	Fort William - Port Arthur Sudbury Timmins - Kirkland Lake	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	CHATHAM ←	Barrie Charlottetown Prince Albert Red Deer Regina → RIVIERE DU LOUP → THETFORD - MEGANTIC - ST. GEORGES	Brandon Lethbridge → MOOSE JAW → NORTH BATTLEFORD → SASKATOON → YORKTON	
<b>MINOR AREAS</b> (labour force 10,000 - 25,000)	CENTRAL VANCOUVER ISLAND Drummondville	→ BATHURST Belleville - Trenton Beauharnois Brampton Bridgewater → CAMPBELLTON Chilliwack Cranbrook Dauphin Drumheller Edmonton Fredericton Galt → GASPE Goderich Grand Falls Kenora LaCrosse - Ste. Thérèse Lindsay MEDICINE HAT ← Montmagny → NEWCASTLE North Bay Okanagan Valley Owen Sound Portage la Prairie → PRINCE GEORGE Prince Rupert Quebec North Shore → RIMOUSKI Simcoe Sorel Ste. Agathe - St. Jérôme St. Hyacinthe St. Jean Stratford → ST. STEPHEN St. Thomas Summerside Trail - Nelson Truro → VALLEYFIELD Victoriaville Walkerton Woodstock, N.B. Yarmouth	Bracebridge → DAWSON CREEK → KAMLOOPS Listowel → PEMBROKE → SAULT STE. MARIE Swift Current → WEYBURN Woodsstock - Ingersoll	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



## ATLANTIC



EMPLOYMENT increased further in the Atlantic region during July from the all-time high recorded in June. Persons with jobs in the region were estimated to be 542,000 at July 21, an increase of 11,000 from a month earlier and 18,000 from the same date in 1955. Most of the increase during the month can be attributed to seasonal expansion in agriculture. However, non-farm employment increased too, mainly as a result of accelerated activity in the construction industry but also because of additional hirings in manufacturing, stevedoring and the service industries.

Labour requirements during July were greater throughout the region than at any time in the past few years. Among the several factors contributing to this increase were an increase in building construction, higher lumber and pulp-cutting quotas and expansion of production in iron and steel.

Construction activity during the month reached the highest level since 1953 and there was evidence that some strain was being put on the supplies of certain building materials and skilled manpower. Shortages of structural steel and cement and lack of qualified supervisory personnel and other skilled help were reported to have delayed work on some projects. The logging industry was equally vigorous, exerting very heavy demands for workers throughout the month. Reflecting the buoyancy of this industry, figures from the Canadian Pulp and Paper Association show that employment at the end of July was at a postwar high and more than 40 per cent higher than a year earlier. In iron and steel manufacturing, employment reached a notably higher level than last year, as several hundred additional workers were hired during the month, but employment was still lower than in the early part of 1954.

Employment changes during the month resulted in the reclassification of four of the 21 areas in the region from the moderate surplus to the balanced category. At August 1, the area classification was as follows (last year's figures in brackets): in balance, 19 (14); in moderate surplus, 2 (7).

### Local Area Developments

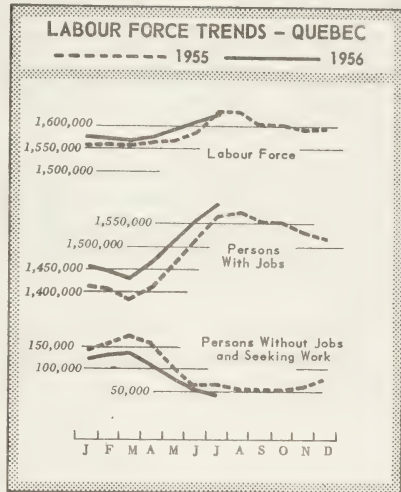
**St. John's (metropolitan).** Remained in Group 3. Unemployment continued to decline rapidly in this area as a result of a general increase in activity. Labour requirements increased most noticeably in the construction industry, resulting in a shortage of electricians and plumbers. Total registrations in the area were less than half as many as a year earlier, while vacancies had more than doubled.

**Bathurst, Campbellton, Newcastle and St. Stephen** (minor). Reclassified from Group 2 to Group 3.

## QUEBEC

**EMPLOYMENT** in Quebec increased seasonally during July, and reached an all-time peak by the end of the month. Persons with jobs at July 21 were estimated at 1,590,000, an increase of 34,000 from the previous month and of 23,000 from the previous year.

Employment in pulpwood operations was higher than in any year since 1948 and demand for loggers far exceeded the supply. In construction, employment continued to be higher than a year earlier and skilled tradesmen, especially bricklayers, were scarce. Engineers, draughtsmen, skilled miners, auto mechanics, secretaries and stenographers were in great demand. Activity in manufacturing decreased from the previous month, as many manufacturing plants closed down for annual holidays. However, more than 5 per cent more workers are employed in manufacturing this year than last. Total industrial employment was about 7 per cent higher than a year earlier; the greatest year-to-year increase occurred in the forestry, aircraft and parts, electrical apparatus and supplies and construction industries.



Eight of the 24 local areas in the region were reclassified during the month, seven from the moderate surplus to the balanced category and one from the balanced to the moderate surplus category. Although by the end of the month the same number of areas were in the various categories as a year earlier, many of the balanced areas were closer to the shortage category this year than last. The area classification in both years at August 1 was: in balance, 20; in moderate surplus, 4.

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 3. Following the usual seasonal pattern, employment increased again in Montreal during July, despite a temporary lull in production caused by the closing of a number of manufacturing plants for annual vacations. Construction employment was at an all-time high and skilled tradesmen were scarce. Engineers, draughtsmen, clerks, secretaries, stenographers, boiler makers, welders, coremakers, moulders, and toolmakers were in short supply.

**Quebec-Lévis** (metropolitan). Remained in Group 3. Employment increased seasonally in Quebec-Lévis during July, mainly in logging and construction. Skilled construction workers, shovel operators, loggers, auto mechanics, shoe stitchers and worsted menders were in demand.

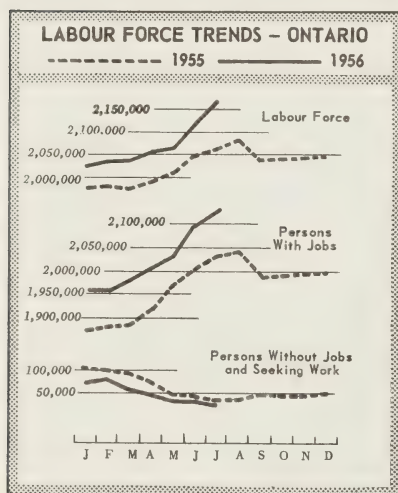
**Farnham-Granby** (major industrial). Reclassified from Group 3 to Group 2. Seasonal slowdowns in the textile and rubber industries resulted in the reclassification of the area from the balanced to the moderate surplus category. Registrations for employment at the NES office, however, were fewer than last year. In 1955, Farnham-Granby remained in the moderate surplus category throughout the summer and fall.

**Joliette** (major industrial). Reclassified from Group 2 to Group 3. The number of job registrations decreased seasonally during July, mainly in the construction industry. The iron and steel industry was operating at a very high level.

**Rouyn-Val d'Or** (major industrial). Reclassified from Group 2 to Group 3. The number of registrations for employment decreased considerably in logging and construction and the demand for loggers and skilled miners far exceeded the available supply. Some shortages also developed in the skilled construction trades.

**Rivière du Loup, Thetford-Megantic-St. Georges, Gaspé, Rimouski, Valleyfield** (major agricultural and minor). Reclassified from Group 2 to Group 3.

## ONTARIO



IN Ontario, employment continued to expand at a much faster rate during July than is usual for this time of the year and exceeded the all-time high of a month earlier. Persons with jobs reached an estimated total of 2,137,000 at July 21, an increase of 43,000 from the previous month, and 104,000 from July 1955. Most of the increase occurred in agricultural employment but the non-agricultural sector also registered substantial gains.

In agriculture, the shortage of farm help was quite severe. The employment of large numbers of students gave only partial relief.

Manufacturing, in general, continued to operate at or near capacity, except for the automobile and farm implement industries, which reported the usual seasonal layoffs, and the aircraft industry in which some production adjustments occurred. The construction industry remained very busy and employment continued to be higher than last year. Continued strength in the trade, service, mining and logging industries contributed to the unusually strong labour demand.

The ratios of job vacancies to registrations for employment at NES offices indicate that male workers in the professional and skilled categories were in exceptionally short supply but that unskilled workers, apart from farm help, were available in adequate numbers. Women in the



professional and skilled groups were also in strong demand but the shortages were not as marked as in the male sector. Compared with a year earlier, the tightening up in the labour demand-supply situation was much more pronounced for men than for women.

Four labour market areas were reclassified during the month, three from the balanced to the shortage category and one from balance to moderate surplus. At August 1, classification of the 34 areas in the region was as follows (last year's figures in brackets): in shortage, 8 (0); in balance, 23 (32); in moderate surplus, 3 (2).

#### **Local Area Developments**

**Hamilton** (metropolitan). Remained in Group 3. Employment in most industries continued to rise higher than a year ago but some seasonal slackness was noted in the textiles, small appliances, farm implements and automobile industries. There were substantial shortages of engineers, draughtsmen, metal tradesmen and domestics.

**Ottawa-Hull** (metropolitan). Reclassified from Group 3 to Group 4. The already heavy demand for workers increased during July and extended to cover practically all industries. Many occupations were in very short supply, particularly in the construction industry.

**Toronto** (metropolitan). Remained in Group 3. Most industries continued to operate at very high levels but some easing off in labour demand was noticeable because of layoffs in the automobile industry and its feeder plants and in the agricultural implements industry. Shortages existed, particularly in the professional and managerial categories, metalworking trades, clerical and various service occupations.

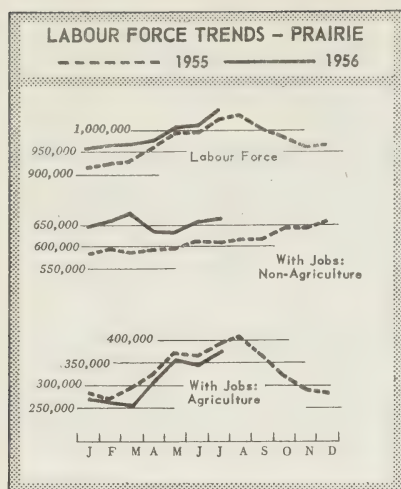
**Windsor** (metropolitan). Remained in Group 2. The automobile industry and its suppliers began laying off substantial numbers of workers for an indefinite period because of model change-over. A lull in the construction industry added to the labour surplus. Shortages continued, however, of engineers and of certain fully qualified metal workers.

**Chatham** (major agricultural). Reclassified from Group 3 to Group 2.

**Pembroke, Sault Ste. Marie** (minor). Reclassified from Group 3 to Group 4.

#### **PRAIRIE**

EMPLOYMENT increased rapidly in the Prairie region during July, reaching an all-time record as expansion in almost all major industries continued unabated. Persons with jobs in the region were estimated at 1,038,000 at July 21, an increase of 38,000 from the previous month and 32,000 from the previous year. Despite a sizeable increase in the labour force there were heavy pressures on available manpower supplies throughout the region during the month. In addition to a general shortage of skilled construction tradesmen, loggers and professional workers, suitable unskilled workers were reported to be scarce in a large number of areas. There were indications that pressures on manpower supplies would become more pronounced in August following the commencement of grain harvesting. The year-to-year increase in job opportunities was reflected in the NES figures; vacancies listed at NES offices at the end of the



month equalled 52 per cent of job registrations, compared with 26 per cent a year earlier.

Seven of the 20 areas in the region were reclassified during the month, one from the labour shortage to the balanced category and six from balance to the shortage category. At August 1, the area classification was as follows (last year's figures in brackets): in shortage, 12 (1); in balance, 8 (19).

### Local Area Developments

**Calgary** (metropolitan). Remained in Group 4. Employment continued at a very high level in this area. Labour shortages persisted in a

wide number of occupations. The most urgent requirements were for general farm workers, welders for pipeline construction, engineers and draughtsmen.

**Edmonton** (metropolitan). Remained in Group 4. Despite a substantial increase in the labour force as a result of a steady influx of workers from outlying areas and increased registrations of high school students, available labour supplies continued to decline during July. Suitable workers were scarce in all occupational groups; engineers, draughtsmen and nurses were reported to be in critically short supply.

**Winnipeg** (metropolitan). Remained in Group 3. Labour requirements continued to be much stronger than last year in all industries; vacancies listed at the NES office at the end of the month represented 40 per cent of total registrations for employment, compared with 20 per cent a year earlier. The construction industry continued to be very active, resulting in shortages of almost all types of skilled tradesmen.

**Fort William - Port Arthur** (major industrial). Remained in Group 4. A record volume of construction was being carried out in this area, causing a general labour shortage. There were also approximately 700 vacancies for loggers at the end of July and very few job seekers.

**Moose Jaw, North Battleford, Saskatoon and Yorkton** (major agricultural). Reclassified from Group 3 to Group 4.

**Weyburn and Dawson Creek** (minor). Reclassified from Group 3 to Group 4.

**Medicine Hat** (minor). Reclassified from Group 4 to Group 3.

## PACIFIC

DURING July, employment in the Pacific region established an all-time record for the second month in a row. Persons with jobs were estimated at 482,000 at July 21, about 16,000 more than a month earlier and 24,000 more than a year ago. Employment continued to increase in practically all industries although fire hazard resulted in minor shut-downs in logging.

Favourable weather conditions helped agriculture make a good recovery from the effects of the bad weather last fall and again last spring. The fishing industry was busy. Most branches of mining were fully active although hampered by shortages of skilled workers in several areas. Considerable industrial and commercial expansion and developmental work was under way. Employment in manufacturing continued to be high, particularly in the pulp and paper, iron and steel and non-ferrous metal products industries, where it was much higher than a year earlier. The construction industry made uninterrupted progress, the volume of projects under way increasing well above 1955 levels. All commercial and service industries recorded substantial gains over last year.



The supply of professional skilled and semi-skilled workers was very low, and that of unskilled workers was also tight. In Kamloops, Kitimat and Whitehorse, employment opportunities for men considerably exceeded registrations for employment. Shortages were reported in many areas of engineers, draughtsmen, several metal and construction trades, miners, loggers, woodworkers, mechanics, office workers, and experienced staff for the service industry.

During the month, three labour market areas were reclassified, one from the balanced to the shortage category, one from moderate surplus to balance and one from balance to moderate surplus. At August 1, classification of the ten areas in the region was as follows (last year's figures in brackets): in shortage, 1 (0); in balance, 8 (9); in moderate surplus, 1 (1).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 3. Most industries remained very active but sawmills and hardrock mines were hampered by serious labour shortages and logging was delayed by forest closures. Shortages included most engineering occupations, metal trades, miners, marine workers, certain construction trades, office workers, specialized sales personnel, nurses, domestics and restaurant help.

**Victoria** (major industrial). Remained in Group 3. Industries generally continued to operate at or near capacity but most logging camps were closed because of fire hazard. Trade benefited from a record tourist business. Draughtsmen, shipbuilding tradesmen, auto and oil burner mechanics, stenographers and domestics continued to be in short supply.

**Central Vancouver Island** (minor). Reclassified from Group 3 to Group 2.

**Kamloops** (minor). Reclassified from Group 3 to Group 4.

**Prince George** (minor). Reclassified from Group 2 to Group 3.



# Current Labour Statistics

(Latest available statistics as of August 10, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	July 21	5,891,000	+ 2.2	+ 2.7
Total persons with jobs.....	July 21	5,789,000	+ 2.5	+ 3.6
At work 35 hours or more.....	July 21	5,025,000	- 2.5	+ 4.9
At work less than 35 hours.....	July 21	303,000	- 12.9	+12.6
With jobs but not at work.....	July 21	461,000	+222.4	-12.7
With jobs but on short time.....	July 21	20,000	- 9.1	- 9.1
With jobs but laid off full week.....	July 21	*	-	-
Persons without jobs and seeking work	July 21	102,000	- 12.8	-32.0
Total paid workers.....	July 21	4,492,000	+ 1.4	+ 6.3
In agriculture.....	July 21	127,000	+ 19.8	- 9.3
In non-agriculture.....	July 21	4,365,000	+ 1.0	+ 6.8
<i>Registered for work, NES (b)</i>				
Atlantic.....	July 19	21,400	- 15.7	-17.1
Quebec.....	July 19	56,800	- 13.5	-12.9
Ontario.....	July 19	57,800	+ 3.2	-18.5
Prairie.....	July 19	23,800	0.0	-14.1
Pacific.....	July 19	19,500	- 7.1	-10.1
Total, all regions.....	July 19	179,300	- 6.6	-15.1
<i>Claimants for Unemployment</i>				
Insurance benefit.....	July 1	136,032	- 28.0	-27.0
Amount of benefit payments.....	June	\$9,930,856	- 48.2	-21.5
Industrial employment (1949=100).....	June 1	119.3	+ 3.6	+ 6.8
Manufacturing employment (1949=100).....	June 1	115.2	+ 1.0	+ 5.4
Immigration.....	1st qtr. 1956	18,963	-	+ 7.6(c)
<i>Strikes and Lockouts</i>				
No. of days lost.....	July	57,820	-	+87.7(c)
No. of workers involved.....	July	9,193	-	+91.8(c)
No. of strikes.....	July	39	-	+53.4(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	June 1	\$63.83	- 0.2	+ 5.1
Average hourly earnings (mfg.).....	June 1	\$ 1.52	+ 0.5	+ 4.3
Average hours worked per week (mfg.).....	June 1	41.0	- 1.0	0.0
Average weekly earnings (mfg.).....	June 1	\$62.24	- 0.5	+ 4.3
Consumer price index (av. 1949=100).....	July 1	118.5	+ 0.6	+ 2.2
Real weekly earnings (mfg. av. 1949=100)	June 1	126.7	- 1.5	+ 2.7
Total labour income.....\$000,000	May	1,166	+ 3.6	+11.2
<i>Industrial Production</i>				
Total (average 1935-39=100).....	May	283.2	+ 2.2	+ 5.9
Manufacturing.....	May	288.7	+ 0.8	+ 5.3
Durables.....	May	357.1	+ 1.3	+ 8.1
Non-Durables.....	May	245.0	+ 0.4	+ 2.8

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *May Labour Gazette*.

(b) See inside back cover, *May Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

\* Less than 10,000.

# Notes of Current Interest

## **Locomotive Firemen Will Ask Affiliation with CLC**

A decision to apply for affiliation with the AFL-CIO in the United States and with the CLC in Canada was taken by the 29-man general policy committee of the Brotherhood of Locomotive Firemen and Enginemen at a two-day meeting in Winnipeg in July.

The policy group had been given authority at the Brotherhood's 1947 convention to apply for affiliation whenever a merger was effected between the AFL and the CIO.

The move, which brings to an end 83 years of independent existence by the union, will carry 84,000 members into the AFL-CIO and 12,000 into the CLC.

Two separate resolutions were required, one on the affiliation with the AFL-CIO and one on the affiliation with the CLC. The latter resolution was introduced by five Canadian officers on the Committee. They were: J. G. McLean, W. E. Gamble and W. L. Druce, vice-presidents; George Murray, a member of the board of directors, and Harry Brown of the union's joint relations committee.

The union was to file the application for affiliation within two weeks of the meeting, and approval was expected within 30 days.

## **Demands of Civilization Outrunning Labour Force**

"The demands of our civilization have outrun the possibilities of many of our outmoded methods of production and business," declared Donald P. Campbell of the Massachusetts Institute of Technology in an address to the Canadian Manufacturers' Association's annual general meeting.

"Our production, marketing, distributing and business office procedures," Mr. Campbell said, "are grossly inadequate to cope with the speed with which our civilization is developing."

The labour force at our disposal had also been outrun by these demands of civilization, he said.

Some people, Mr. Campbell pointed out, believed an automatic industrial world was just around the corner. He said their feelings were divided: some were waiting for "the wonderful era of new productivity" while others worried about injury to labour by the automatic machine. He thought that many attached more meaning than it deserved to the word "automation".

"The development of automation and general mechanization," Mr. Campbell stated, "will be held back because there are not enough technicians in the world to carry out the work of either construction or maintenance." The ratio of engineers to technicians, he said, must also be increased in plants which are to be highly mechanized.

Mr. Campbell continued: "Maintenance will have to be done skilfully and quickly. Labour will have to be re-trained. It may be necessary for labour to re-classify its work subdivisions and bring them up to date. We need technicians trained in more than one field. For example: we need the electro-chemical technician instead of the electrical worker and the chemical worker. Labour must develop flexibility. Special schools for the training of technicians may be needed."

## **Clause Protects Worker If Automation Ends Job**

Clauses that are asserted to protect workers against job displacement by automation have been won by two unions in the public utilities field in the United States. They are the International Brotherhood of Electrical Workers and the Utility Workers Union of America.

A typical job protection clause is that in the contract between the IBEW and the Niagara-Mohawk Power Corporation, which reads:—

"While this agreement is effective, no regular employee with five or more years of continuous service shall be laid off because of lack of work, nor shall his rate of pay be reduced thereby. In the event of a reduction, elimination or reassignment of work, the company will offer to an eligible employee affected thereby a job that may then be available within the division in which he is employed and for which he is qualified. It is understood, however, that such job offer to an eligible employee shall not displace another employee with five or more years of continuous service. If such affected eligible employee declines the job offered, his services shall be terminated and the company shall have no further obligation of any kind."

## **How to Ease Transition To Automation—U.K.**

That the transition to automation will be greatly eased if due attention is given to the needs, feelings and difficulties of the workers concerned, and if the trade unions are consulted in advance of each step, is one of the points emphasized in a report on automation recently published by H.M. Stationery Office in the United Kingdom.

Unemployment is unlikely to be a serious matter, the report says, provided that automation is not introduced too rapidly, that firms plan their manpower requirements well in advance, and provided also that a state of full employment continues, so that redundant workers can be quickly re-absorbed.

Difficulties, however, may arise in the acquiring or adapting of skills, particularly amongst the older workers; in persuading workers to accept shift work, which may be needed to enable machines to run continuously; and in maintaining the interest of the workers in the job when the regular social contact afforded by the traditional operative teams is taken away. But the conclusion is reached that with good management all of these difficulties can be overcome.

It is pointed out that the report is not a statement of policy and was not written for the technical specialist. Rather it is intended to provide food for serious thought and discussion, particularly by industrialists, trade unionists and administrators with an informed interest in the subject.

The report lays special emphasis on the need for much research and exchange of information on the subject of automation, and points out that no one knows enough about the subject to dogmatise about it.

Some of the technical trends can be foreseen fairly clearly, however, the report goes on to say. The production, handling and assembly of components will be further mechanized and transfer-machines will be more widely used in the mass-production of engineering components. Automatic control of processes, already far advanced in some industries such as petroleum and chemicals, will continue to make progress. Electronic computers will help to solve problems of management, at first by doing routine clerical work of various kinds, and later by controlling processes and machinery and by bringing about the integration of control which must precede the establishment of an automatic factory.

The benefits of automation will not be confined to large firms, though their larger-scale production and larger financial

resources may give them an advantage. Many small firms, nevertheless, may find their factories suited to automatic processes, both economically and technically, the report says.

## **Lack of Trained Workers Seen Delaying Automation**

The dislocation in the employment of office and factory workers, though it certainly merits the concern it is causing, will probably not be the most serious question in connection with the spread of automation. With the enlightened co-operation of labour, management and government, this dislocation should be manageable. But the stumbling block will more likely be a shortage of trained people "who are equipped to cope with the Automated World of Tomorrow when tomorrow is suddenly upon us".

This is the opinion put forward by Allan Kent, staff reporter of the newspaper, at the conclusion of a series of four articles on various aspects of automation, published recently in the *Toronto Telegram*. It was announced last month that Mr. Kent had been awarded a \$1,000 prize for the series.

The result of this shortage of trained people, Mr. Kent goes on to say, may be that it "will so delay the whole process that we won't have to endure the miseries of labour dislocation at all—nor enjoy the anticipated benefits of automation either".

The impact that automation will have on employment, the writer says, will depend on the rate at which it is adopted. "If automation comes in slowly a really chaotic unemployment situation might be averted by the normal rate of retirement, or through such devices as earlier retirement, and a shorter work week. But," he concludes, "it isn't likely to come in that slowly."

Besides the shortage of the skilled manpower needed, the articles mention other factors which may put a brake on the adoption of automatic machinery. These include the high cost of the machinery and its inadaptability to other uses if industrial changes or changes in demand for products come about.

"Expensive automated machinery has a degree of inflexibility that would make it a dangerous investment in any industry that was less sure than the automobile industry of having a large, stable market for a pretty well standardized product," the writer says.

He also mentions the risk run by firms that invest in such machinery that changes in materials used in manufacturing, or in



methods of production, will render it obsolete. For instance, he says that "new products are coming along regularly—consider plastics, for only one example—which may make it possible in many cases to substitute a single-piece product for an assembled product, thus making an automated assembly process unnecessary.

"Nevertheless," Mr. Kent says, "it seems clear that the sheer dynamism of technological progress will bring it (automation) upon us at an ever-increasing rate."

The case is mentioned of the "many workers in minor clerical or industrial jobs who for one reason or another just aren't capable of doing a higher-level job than they're now doing. If their jobs are swallowed up by a data processing machine or an automated assembly line, what's to happen to them?" the writer asks.

He quotes Prof. Norbert Wiener of the Massachusetts Institute of Technology as saying that this "Second Industrial Revolution" is going eventually to displace most labour "that performs judgments of a low level", both in the factory and in the office.

Prof. W. H. Watson, Director of the Computation Centre of the University of Toronto, is quoted as saying that Canadian business ought to be learning a great deal more about automation and the computing machines than it is. It should also be concerned, Prof. Watson says, about where it is going to get the specially trained men who will be needed for any firm's success—"or even survival"—in the "Automation Age".

It is suggested by Prof. Watson and Prof. Gotlieb, Chief Computer in the Computation Centre, that large concerns should be taking advantage of the evening courses in digital computer and data processing work that are being offered by the University and send some of their young men to the courses at company expense.

---

### **J. McGregor Director of Unemployment Insurance**

The appointment of James McGregor as Director of Unemployment Insurance was announced last month by J. G. Bisson, Chief Commissioner of the Unemployment Insurance Commission. Mr. McGregor succeeds R. G. Barclay, who retired recently.

Mr. McGregor, 51 years old, began his career in the public service in 1942 as supervisor of the insurance branch in the Commission's Toronto local office. He moved to Head Office in 1946 as an insurance officer and the following year became



**James McGregor**

assistant to the Director of Unemployment Insurance. In 1954 he was appointed Chief Claims Officer.

A native of Aberdeenshire, Scotland, Mr. McGregor came to Canada in 1927, settling in Edmonton. He worked there with the Commercial Life Assurance Company until 1939, when he was transferred to Toronto. Three years later he moved to the UIC.

---

### **N.B. Apprenticeship Chief On ILO Mission to Burma**

B. W. Kelly, Director of Apprenticeship in the New Brunswick Department of Labour, has been granted one year's leave of absence to act as technical adviser on apprenticeship to the Government of Burma. He left Fredericton at the end of last month to take up his new duties.

The request for Mr. Kelly's services was made to the N.B. Department of Labour by V. C. Phelan, Canadian Director of the ILO, Hon. A. E. Skaling, Minister of Labour, said in announcing the temporary appointment.

## **Stelco and Steelworkers Sign Two-Year Contract**

A new two-year contract providing wage increases and fringe benefits worth an aggregate of 33½ cents an hour over the term of the agreement was agreed to by the Steel Co. of Canada and the United Steelworkers in Hamilton at the end of July.

Under the new agreement, which is retroactive to April 1, 1956, wages will be increased 10 cents an hour at the beginning of the first year, and 8 cents at the beginning of the second year, bringing the base rate at April 1, 1957, to \$1.73½. Employees in the highest job class at that time will be getting \$3.22 an hour.

The first instalment of retroactive pay under the co-operative wage survey for the period April 3, 1953, to April 1, 1955, was to be made on August 2. No date has been set for the second and third payments. The average total amount of these retroactive wage payments, it was stated by a union spokesman, will be \$750, and the highest amounts, paid in a few cases, will be more than \$4,000.

A new provision of the agreement is for a premium of 15 cents an hour for Sunday work. Shift differentials are to be increased one cent an hour. Pensions will be raised from the present \$50 to \$60 a month at 65 after 20 years' service. The maximum will be \$110 a month after 36½ years of service, instead of \$83.33 as at present.

The company reckoned that although the total gain to the employees would be 33½ cents the cost to the company would be 36·3 cents, the difference being accounted for by vacations and statutory holidays paid for but not worked.

The union's original demand had been for a "package" deal worth 48 cents an hour to the employees. The company had offered a 15½-cents-an-hour package.

---

## **3-Year No-Strike Pact Ends U.S. Steel Strike**

The United States steel strike was settled on July 27 when the steel companies and the United Steelworkers agreed to a three-year contract which the union reckoned brought total gains of 45·6 cents an hour for the workers over the period of the agreement. The strike began at midnight, June 30.

The main provisions of the new contract are as follows:—

Effective on the date of the agreement Job Class 1 to be combined with Job Class 2, job class rates to be increased 7·3

cents an hour and increments between job classes to be increased from 6 cents to 6·3 cents. Increases of 7 cents an hour to be given on July 1 of each of the two subsequent years, with an additional 0·2 cents in the job class increments each year.

A cost-of-living adjustment on each January 1 and July 1 during the term of the agreement, which can be reduced only if the fall in the cost of living warrants a reduction in the bonus of 2 cents an hour.

Effective September 1, 1956, a premium of 10 per cent to be paid for Sunday work. On July 1, 1957, this premium to become 20 per cent, and from July 1, 1958, the premium to be time and a quarter. The union reckoned that the 10-per-cent premium would be equal to an average of 25 cents an hour, the 20-per-cent premium to 52 cents, and the time-and-a-quarter premium to 68 cents an hour.

The overtime rate for holiday work to be double time and one-tenth effective July 1, 1957, and double time and one-quarter effective July 1, 1958.

A supplementary unemployment benefit plan for employees with two years' continuous service to provide 65 per cent of take-home pay (including state payments) for 52 weeks. (The parties are to negotiate all details of financing and other points.)

Union shop, with no escape clause for new employees or present members.

Substantial increases in insurance benefits and pensions.

Good Friday to be added as a seventh paid holiday.

Effective January 1, 1958, an additional half-week of vacation for employees with three to five years' service, those with 10 to 15 years' service and those with more than 25 years' service.

Shift differentials to be increased from 6 cents to 8 cents for the afternoon shift, and from 9 to 12 cents for the night shift, effective July 1, 1958.

Employees to be paid for wages lost due to jury duty.

The main agreement and the subagreements will terminate on June 30, 1959; and the insurance and pension agreements on October 31, 1959.

The union gained the largest wage and fringe benefit package in its history. The three-year no-strike contract is the first in the industry in 20 years. Previous two-year contracts provided for re-opening on wages at the end of the first year, when the union was free to strike.

The strike had rendered idle 650,000 steel workers and was estimated to have caused the layoff of about 125,000 employees in other industries.

An increase in the price of steel averaging \$8.50 a ton was announced shortly after the settlement.

The union's original demands included a "substantial" wage increase of unstated amount, double pay for Sunday work and time and a half for Saturday work, a 52-week supplementary unemployment insurance plan, and a company-paid insurance plan.

The offer made by the companies was for a five-year contract with an increase in all standard hourly rates of 6 cents in each year, and an increase of 0.2 cents in increments between job classes above Job Class 2 in each year. Job Class 1 was to be abolished and all employees in this class were to be advanced to Class 2.

Increases in benefits offered by the companies included: a 52-week SUB plan, with company contributions of 5 cents per hour per man; an improved insurance plan, with increased benefits for sickness and accidents and for hospitalization and surgery, and a life insurance plan; the addition of a seventh paid holiday, increased pensions, longer vacations with pay, increased afternoon and night shift premiums, and the establishment on July 1, 1959, of a premium for Sunday work equal to the night-shift premium.

The union rejected the steel companies' offer, declaring that it would amount to only 5 cents an hour in take-home pay. The union's President, David J. McDonald, said that the proposed layoff benefit plan would be of little value because it was so arranged that a laid-off employee would receive 65 per cent of his after-tax weekly pay only for hours actually worked in the three months before the layoff.

The industry then proposed an indefinite extension of contracts, with the union having the right to strike after 72 hours' notice, and the companies reducing their demand for a five-year contract to one for four years and four months, the benefits in their original offer being reduced proportionately.

The union offered an extension of 15 days if the companies would agree to make retroactive any settlement reached after June 30. The industry refused this offer, chiefly on the ground that the retroactivity provision would favour the union by leaving it in the position of having nothing to lose no matter how long the negotiations were prolonged.

## **Australia Introduces New Conciliation Act**

A bill to amend the Conciliation and Arbitration Act recently introduced in the Australian House of Representatives provides for: the establishment of a Commonwealth Conciliation and Arbitration Commission; the appointment of conciliators associated with the Commission to exercise the conciliation functions of the Commission, but not to arbitrate; and the establishment of a Commonwealth Industrial Court consisting of a chief judge and not more than two other judges.

The new Conciliation and Arbitration Commission is divided into a presidential section, consisting of a president and not less than two deputy presidents (these offices being at first filled by four of the seven judges of the present Arbitration Court), and a lay section which will consist of a senior commissioner and not less than five commissioners. These commissioners will in the first place be chosen from amongst the present Conciliation Commissioners.

The presidential section will deal exclusively with the main arbitration cases, such as the basic wage, standard hours, long-service leave hearings, etc. The president will allot particular industries to the individual lay commissioners, each of whom will hear disputes arising in his particular industry. Provision is made for appeal to the Commission against the decision of an individual commissioner.

The Industrial Court will be given all the powers to interpret and enforce awards, punish for contempt, deal with disputed elections in organizations and decide issues relating to membership of organizations, which are now vested in the Arbitration Court. In the first instance the members of the court will be the remaining three judges of the present Arbitration Court.

This new legislation has been prompted by two principal needs; to meet changing conditions and to deal with the difficulty which has arisen out of the decision given by the High Court in March 1956, which ruled that the present Commonwealth Conciliation and Arbitration Court cannot validly exercise the power to punish those who disobey its orders, in addition to exercising the power of arbitration. (An appeal to the Privy Council against this decision is still pending.)

The present Conciliation and Arbitration Court will remain, but its functions will be curtailed so as not to interfere with the functions of the Commission and the new Industrial Court.



## **Engineer Shortage Slows Atomic Power Program**

The current shortage of engineers is having an effect on Canada's nuclear research program. Graduates with degrees in civil, mechanical and electrical engineering must undergo training in nuclear physics before they can contribute to nuclear developments.

W. J. Bennett, President of Atomic Energy of Canada Ltd., told a committee of the House of Commons last month that it takes two years for engineers to be trained in nuclear physics.

The publicity given to the demand for engineers has overshadowed sizeable demand for graduates from other faculties, it is pointed out by J. K. Bradford, Director of the Placement Service at the University of Toronto.

He reported that the demand for this year's graduates of the University, from 441 companies requesting 4,587 individuals, included a sizeable demand for Arts graduates as well as for graduates in Engineering and Commerce.

"There is a growing awareness of the value of the broader training for administration that stems from a good grounding in the humanities," he said.

## **Two Companies Announce Engineer Training Plans**

Establishment of training plans designed to increase the supply of professional engineers has recently been announced by two Canadian firms.

The plan announced by Canadian Westinghouse Co. aims to reduce from two years to one the time engineering graduates must spend in training with the company. The graduate is to be given special training in the particular engineering, manufacturing, sales or service division which fits in with his preference and aptitudes, rather than the more general training previously given. The newcomer will receive credit for any previous experience, time spent in training being reduced accordingly.

Orenda Engines, Ltd., is establishing a plan which will give its technical personnel the chance to reach professional status at practically no cost to themselves, and without giving up their jobs to go to school. The plan, which is to start in September, provides lectures by Orenda engineers at the company's plant in Malton which will prepare candidates for the examinations of the Association of Professional Engineers of Ontario. Passing these examinations leads to recognition as a professional engineer.

The scheme is to enable men now employed by the company in technical capacities to become professional engineers by the spring of 1960. The company will allow time off from work for those attending lectures, and will lend money to pay examination fees. Candidates, who are required to have senior matriculation, will pay a fee of 50 cents a lecture, which will be refunded to them if they pass the examinations.

## **Name Committee to Plan Conference on Engineers**

A committee of 13 leading Canadian industrialists has been named to plan a National Engineering Manpower Conference to be held at St. Andrews by the Sea, N.B., on September 9, 10 and 11.

The conference has been endorsed by the Dominion Council of Professional Engineers, representing 30,000 engineers in the 10 provinces.

Some 75 leaders in education, government, professional societies, labour and industry are being invited to assess and analyse the supply and demand of professional engineers and technicians with a view to making definite moves to end the current shortage.

Members of the 13-man committee are:—James S. Duncan, President, Massey-Harris-Ferguson Ltd., Toronto.

Dr. R. L. Hearn, P.Eng., Chairman, The Hydro-Electric Power Commission of Ontario, Toronto.

H. M. Turner, Chairman of the Board, Canadian General Electric, Toronto.

E. H. Walker, General Manager, McKinnon Industries, St. Catharines.

D. W. Ambridge, P.Eng., President and General Manager, Abitibi Power and Paper, Toronto.

E. J. Durnin, P.Eng., President, Dominion Council of Professional Engineers, Regina.

J. R. White, P.Eng., President, Imperial Oil, Toronto.

A. H. Zimmerman, P.Eng., Chairman, Defence Research Board, Ottawa.

J. R. Bradfield, President, Noranda Mines Ltd., Toronto.

H. S. Wingate, President, International Nickle Co. of Canada Ltd., New York.

A. E. Grauer, Chairman and President, British Columbia Power Corporation, Vancouver.

Dr. O. M. Solandt, Vice-president, Research and Development, Canadian National Railways, Montreal.

Robert Anderson, President, Ventures Ltd., New York.

The conference is being sponsored by A. V. Roe Canada Ltd.

## **Alternative to GAW Suggested by Briton**

Longer notice for longer service, as a preferable alternative to the guaranteed annual wage, is put forward as a fifth pillar of industrial policy in an article entitled "Foundations of Industrial Security" by Viscount Chandos, published in the July 7 issue of *Saturday Night*.

The suggestion made by Lord Chandos, Chairman of Associated Electrical Industries, Ltd., is that a worker who is entitled to a week's notice in case of layoff from the start of his employment, should, after, say, two years' service be entitled to an extra week's notice—with pay—for each year of service.

Although he admitted that the plan would have its dangers, he thought that it was "psychologically wrong that a man who has been in your employment for ten years should be on a week's notice". He also agreed that under present circumstances of employment "you would be giving very little to the workman which he has not got already". But, he said, "what you are doing is saying: 'If you are loyal to me I will be loyal to you, come rain or fine'."

The writer rejected a guaranteed wage for a year as being "far too inflexible: certain stresses might break it down".

The other four "main foundations" of industrial policy laid down by the writer were: to aim at continuity of employment for everyone on the books of the company, to give a fair reward and good incentives for a good day's work, to make the career open to talent, and to see that the conditions under which people work should be "as light and cheerful as we can make them".

He did not think highly of profit-sharing schemes as incentives to effort on the part of employees because "they are too remote from the work of the operative either to give him much more interest in the business than he would gain out of a piece-rate, or to give him that personal feeling of belonging to a society, or a company, or a team, which we want him to feel".

## **Ohio Approves Individual Income Security Plan**

Ohio, which in May ruled that workers in the state could not receive state unemployment insurance benefits and "motor-type" supplemental benefits at the same time, last month approved a company-financed individual income security plan for unemployed workers.

The Ohio Bureau of Unemployment Compensation notified the Eaton Manufacturing Company of Cleveland that payments to its unemployed workers under its individual income security plan would not be deducted from unemployment benefits paid by the state.

The company has set up a plan under which it pays 3½ cents per hour for each hour worked into an individual account for each employee, who acquires a non-forfeitable interest in the account. If there is a layoff, the employee may draw from his account; if he terminates his employment with the company, he may withdraw any balance remaining in his account; and if he dies while still in the company's employ, his estate will be entitled to whatever balance remains.

---

## **Ford of Canada and UAW Sign Two-Year Contracts**

Two-year contracts covering both office workers and hourly-rated employees of Ford Motor Company of Canada were signed during the month. The agreements were reached amicably, in contrast to the strike which preceded the signing of the previous contract.

For the 9,000 hourly-rated employees, the new contract provides a 30-cents an hour increase in benefits and wages, including: company contributions of five cents an hour to a guaranteed annual wage fund; six-cent an hour pay raise immediately, plus cost-of-living increase of another two cents; another six-cent boost across the board in September 1957; higher bonuses for afternoon and night shifts; liberalized pension and life-insurance plans.

The agreement between the company and its office workers, who, like the hourly-rated employees are represented by the United Automobile Workers, covers 750 individuals.

Salary adjustments include an increase of \$10.40 a month, plus cost-of-living allowance of \$3.47 per month. A basic salary increase of \$10.40 a month would become effective September 1, 1957.

In addition, the office workers get paid half-holidays on the days preceding Christmas and New Year's. Also instituted in the settlement is provision for a supplemental unemployment benefit plan for employees in the bargaining unit, Local 240, of Windsor, Ont.

Under the contracts, the company gains two years of freedom from strikes and generally happier relations all around.

## **Report Campaign Reduced Seasonal Unemployment**

Forty-two National Employment Service offices across Canada have been told by nearly 300 employers that more than 3,000 workers who would normally have been laid off were retained last winter as a result of the NES-Department of Labour campaign against seasonal unemployment.

Some of the workers, it was admitted, were kept on because of improved economic conditions but the campaign is believed to have resulted in many retentions and the employment of many normally out of work in the winter that were not reported to NES offices.

The NES has estimated that more than 8,000 workers normally laid off were kept on the job last winter.

---

## **Senator Urges Doubling Of Limit on Annuities**

Doubling of the limit on government annuities to \$2,400 has been urged by Senator David Croll.

While Senator Croll admitted that government annuities were subsidized, he justified the subsidy on the ground that in the long run the taxpayer will be saved money by a plan which encourages people to provide for their old age.

The cost of administration of the government annuities plan last year amounted to only 10 cents per capita, the Senator said, and he contended that that was a small price to pay for encouraging Canadians to practise thrift.

The limit should be raised to \$2,400, he said, because the present limit of \$1,200 had been set in the thirties, and the decline in the purchasing power of the dollar since then had made that limit "out of line with real values which prevailed when the limit was set".

Another view of government annuities was expressed about the same time by the Senate's Standing Committee on Finance.

Noting that since their inception government annuities had been subsidized to the extent of \$31 million, not including administration costs of more than \$11 million, the Committee recommended that the tables of rates for future annuities be revised to provide a revenue sufficient to maintain the fund on a self-supporting basis, including the cost of administration.

It was the basing of old contracts on inadequate rates that has caused the deficit, the Committee pointed out.

Originally designed to provide, for persons of modest means, a source of security

not otherwise available at the time, government annuities now are used largely by business organizations concerned with setting up pension funds for their employees, the Committee reported. In addition, "the advent of old age pensions and the entry by most insurance companies into the annuity field have served to remove the basis on which the Act was established," the Committee said.

"Your Committee is concerned with the justification of continuing, in deficit, a fund which no longer serves its original purpose."

---

## **Council Advises Extension Of U.S. Jobless Insurance**

Unemployment insurance coverage should be extended to employers of one or more persons, the United States Advisory Council on Unemployment Compensation has recommended.

The tripartite Council also recommended that the definition of "employee" should be liberalized to allow broader coverage, that veterans should be given permanent coverage and that coverage should be extended to state and local government employees and to domestic service where an employer has four or more domestic servants in his employ.

---

## **Study Characteristics Of Insured Unemployed**

Nearly a third of the insured unemployed in the United States were found to be unskilled, although these workers constitute less than a tenth of the non-farm employees, in a study undertaken jointly by federal and state agencies and recently published by the U.S. Department of Labor.

The report, first of a series on the characteristics of workers drawing employment insurance, shows that at the middle of the first quarter of 1956 about 40 per cent of the 1,500,000 persons claiming unemployment benefits came from manufacturing industries, nearly 25 per cent were construction workers and about 20 per cent came from trade and service industries.

Clerical and sales workers, who represent about 30 per cent of the non-farm employees, accounted for only 10 per cent of the insured unemployed. Three out of four of the insured unemployed were men—a somewhat higher proportion than that of males in the total non-farm labour force.

About two-fifths of the unemployed were over 44 years of age, compared with about one-third over that age in non-farm employment.



The average duration of insured unemployment was 7.4 weeks. Among those 65 years and over, one in four had been unemployed for more than 14 weeks, compared with one in ten when those of all ages were taken together. There was a tendency for women to be unemployed longer than men.

### **389,000 in U.K. Share In Company's Profits**

Profit-sharing schemes being operated on a pre-arranged basis in the United Kingdom at the end of 1954 numbered 421. The schemes were operated by 408 concerns, 13 of these concerns each having two schemes in operation. A total of roughly 389,400 employees participated in the profit-sharing arrangements.

These facts are given in an article, "Profit-Sharing and Co-Partnership Schemes", published in the British *Ministry of Labour Gazette* for May 1956.

In addition, 132,672 workers participated in 130 profit-sharing arrangements of a less definite nature, there being no pre-arranged method of sharing the profits in these cases.

In 1938, under the slightly more rigid definition of profit-sharing then in use, 404 schemes were recorded with approximately 261,000 workers participating in the 399 undertakings concerned—five of the latter each having two schemes.

Of the schemes operated on a pre-arranged basis, information regarding the amount received by the employees was available in 370 cases. In 349 of these schemes, where the profit-sharing applied to all employees, the average sum received by each employee amounted to 5.8 per cent of his earnings in 1954. In the remaining 21 schemes, which applied only to "staff" or to a particular section of the employees, the average addition to earnings amounted to 10.1 per cent.

In the 130 looser profit-sharing arrangements mentioned above the average addition to earnings amounted to 7.4 per cent per employee during 1954.

The definition of "profit-sharing" given in the article was "taken to refer to definite arrangements under which employees regularly receive, in addition to their wages or salaries, a share on some pre-determined basis in the profits of the undertaking, the sum allocated to employees varying with the level of the profits."

(An article on profit-sharing plans in Canadian manufacturing appeared in the *July LABOUR GAZETTE*, page 896.)

### **U.K. Engineering Union Elects New President**

By a record vote in a record ballot of the membership, William John Carron has been elected President of Britain's second biggest union, the 950,000-strong Amalgamated Engineering Union. He will take over his new job in September this year when the present leader of the union, Robert Openshaw, retires.

"Bill" Carron, as he is generally known, defeated a Communist opponent.

Mr. Carron has held nearly all the trade union offices it is possible for him to hold. From the time he joined the union as a working engineer in 1924, he has been, successively, a shop steward, a branch secretary, a trades council delegate, a district president, and a divisional organizer. In 1950 he entered the national scene with his election to the seven-man full-time executive council of the AEU, and in 1953, after nomination by his union, he was elected by delegates at the annual Trades Union Congress to the TUC General Council.

For his union he has had the responsibility of negotiations with the employers as a member of the National Joint Council of Civil Air Transport and of the Air Ministry Independent Whitley Council.

The AEU has the most far-flung membership of any based in Britain. In Australia there are about 80,000 members, in South Africa some 20,000, while in Southern Rhodesia, Malta and Gibraltar members of the AEU are also to be found. It is one of the few British unions to claim an international character, though in each separate country the membership operates for negotiation and administration as a separate unit.

Essentially a craft union in origin, the AEU now recruits semi-skilled and women workers.

Earlier this year a conference called by the AEU brought together representatives of some 20 unions to consider the possibility of closer unity.

A history of amalgamation in engineering goes back to the formation of the Amalgamated Society of Engineers in 1851 and the creation of the Amalgamated Engineering Union in 1921.

### **ICFTU Names C. H. Millard Director of Organization**

Charles H. Millard, a Vice-president of the Canadian Labour Congress and Canadian Director of the United Steelworkers of America, was appointed last month Director of Organization for the International Confederation of Free Trade Unions.

Although the position was established in 1955, Mr. Millard is the first to fill it.

He had previously been connected with the ICFTU as CLC representative on its regional activities fund committee. He was a CCL delegate to the founding congress of the ICFTU in London in 1949.

Appointment of a successor to Mr. Millard on the CLC Executive and as Canadian Director of the Steelworkers is expected to be made this month.

In his new position, Mr. Millard will be particularly responsible for the ICFTU's assistance to workers in under-developed countries.

Born in St. Thomas, Ont., in 1896, Mr. Millard moved to Oshawa after service in the First World War. There he became the first President of the Oshawa local of the United Auto Workers. He participated in the historic 1937 strike against General Motors that resulted in recognition of the CIO.

After the expulsion of the Canadian sections of the CIO from the Trades and Labour Congress of Canada, he was named CIO representative in Canada. In 1940 he was appointed Canadian Director of the Steelworkers Organizing Committee. In 1942, when the SWOC became a self-governing section of the United Steelworkers of America, he was elected Canadian Director of the union and re-elected to that post at every subsequent election.

A Vice-president of the Canadian Congress of Labour for many years, he was a member of the TLC-CCL unity committee

and, at the CLC founding convention last April, was elected a Vice-president for Ontario in the merged organization.

Mr. Millard served two terms—1943-45 and 1948-51—as CCF member in the Ontario Legislature.

---

### **U.W. Carpenter Retires, BLE Elects O. J. Travis**

U. W. Carpenter, senior Canadian grand officer of the Brotherhood of Locomotive Engineers, who announced his retirement at the 13th Triennial Convention of the Brotherhood held in Cleveland, Ohio, in mid-July, has been succeeded by Oscar James Travis of Allendale, Ont.

Mr. Carpenter began working on the Canadian National Railways in 1904, became an engineer in 1914, and continued to work in that capacity until 1939, when he became union general chairman on eastern lines. He has been an Assistant Grand Chief Engineer since 1948.

Mr. Travis is general chairman of the union on the Canadian National, Central Region and New England Lines.

Two other Canadians re-elected as assistant grand chiefs are Harry E. Campbell of Ottawa and John Marshall of Winnipeg.

---

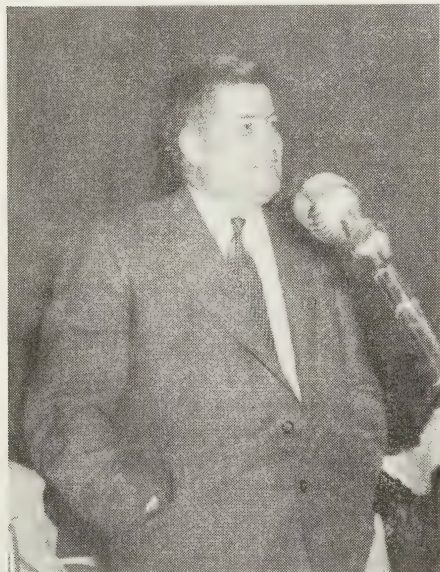
### **K.C. Adams, UMW Editor For Many Years, Dies**

K. C. Adams, for many years editor of the *United Mine Workers' Journal*, died June 30 at the age of 69. Mr. Adams, known among his friends as "Casey", owing to failing health had been in semi-retirement since 1948. However, he had continued to write editorials for the *Journal* until his full retirement in 1953.

Mr. Adams served the United Mine Workers in various capacities for 40 years. His devotion to the Republican party, however, caused him to break with the union in 1936 when John L. Lewis, his close friend, supported the re-election of Franklin D. Roosevelt for a second term as president. He returned to the UMW in 1940 when Mr. Lewis broke with Mr. Roosevelt.

---

Ellis More, one-time President of the Calgary Trades and Labour Council and former foreman of the Calgary waterworks department, died in Duncan, B.C., on June 26.



C. H. Millard

### **3 More Local Councils Complete Amalgamation**

The merger of local labour councils in three more Canadian cities has been completed, and the principal officers of the new bodies have been appointed.

The Peterborough Labour Council (CLC) has been formed by the merger of the Peterborough Trades and Labour Council (TLC) and the Peterborough and District Labour Council (CCL). The principal officers of the new council are: President, Alf Barber, former President of the CCL council; Executive Member, John McPhee, former President of the TLC council; Recording Secretary, Henry Nokes, former Secretary of the TLC group.

In Winnipeg the new Winnipeg Labour Council (CLC) has been formed by the amalgamation of the Winnipeg and District Trades and Labour Council (TLC), the Winnipeg Labour Council (CCL) and the Winnipeg Central Labour Council (OBU). The President of the new council is Grant McLeod, formerly President of the TLC council; and the Secretary-Treasurer is J. A. Coulter, the former holder of that office in the CCL body. R. B. Russell, who was General Secretary of the OBU district council, is Executive Secretary.

In Victoria a new council, called the Victoria Labour Council (CLC), has come into being by the union of the Victoria Trades and Labour Council (TLC) and the Victoria Labour Council (CCL). Jack MacKenzie of the International Woodworkers (formerly CCL) is President of the CLC council; Robert Barrie, President of the TLC council, is First Vice-president; and George Leadbetter, President of the CCL council, is Second Vice-president. Percy Rayment, TLC Secretary, is Secretary-Treasurer of the new body.

Some confusion over mergers of local labour councils that resulted when building and construction trades locals in this country received letters urging efforts to postpone such mergers has now been brought to an end.

As a result of jurisdictional differences, presidents of AFL building trades unions had instructed their locals to defer action on merger of state and local councils. Letters carrying these instructions were received by Canadian locals. Although, because of the complete autonomy of the Canadian Labour Congress, the instructions were not applicable in this country, some confusion did arise.

With the announcement of a plan (see below) by which the AFL-CIO hopes to

settle the jurisdictional differences, the instructions to defer mergers have been withdrawn.

CLC Secretary-Treasurer Donald MacDonald later said that "present indications are that the great majority" of Canadian provincial labour federations and local labour councils will have amalgamated well before the end of the two-year period specified in the CLC constitution for such mergers to take place.

---

### **AFL-CIO Seeks Policy on Jurisdictional Problems**

A committee of six AFL-CIO Vice-presidents—three representing former AFL unions and three former CIO unions—has been named to frame a general policy on work jurisdiction problems affecting affiliates of the AFL-CIO Industrial Union Department and the Building and Construction Trades Department.

Those named by AFL-CIO President George Meany were: Walter P. Reuther, President of the Industrial Union Department and of the United Auto Workers; David J. McDonald, President of the United Steelworkers; L. S. Buckmaster, President of the United Rubber Workers; Harry Bates, President, Bricklayers' International Union; Maurice Hutcheson, President, United Brotherhood of Carpenters; and Joseph Keenan, Secretary, International Brotherhood of Electrical Workers.

---

### **Shipbuilding Unions Adopt Common Wage Policy**

CLC unions in the shipbuilding industry have adopted a common wage policy.

At a meeting in Amherst, N.S., the 54 delegates decided on four goals that will be sought during negotiation of 1956 contracts:—

1. A wage increase of 23 cents an hour.
2. Additional statutory holidays to bring the total to nine.
3. Two weeks' paid vacation after one year, and three weeks after 15 years' service.
4. Payment by the operators of half the cost of health and welfare and pension plans.

---

During June, accidents to federal government employees totalling 1,422 were reported to the Government Employees Compensation Branch of the Department of Labour.



## **Radio, Television Unions In Canada Form Council**

A Council of Broadcasting Unions, representing 20,000 employees and performers in Canadian radio and television, was formed July 6 in Toronto. The purpose of the organization is stated to be to promote co-operation and understanding among the member organizations in such matters as organization, collective agreements, grievances and arbitration, and to help the CLC in all matters relating to radio and TV broadcasting.

The member organizations, which are all affiliated with the CLC, are: the Association of Radio and Television Employees of Canada, the Canadian Council of Authors and Artists, the Canadian Federation of Musicians, the Canadian Wire Service Guild, the International Alliance of Theatrical Stage Employees and Motion Picture Operators and the National Association of Broadcast Employees and Technicians.

The principal officers of the new organization are: President, Eldon Wilcox, ARTEC Secretary; Vice-president, Neil Leroy, CCAA President; and Secretary-Treasurer, Timothy O'Sullivan, international representative of NABET.

## **Barbers in CIO and AFL In One Union Again**

The first consolidation of a former CIO union with its former AFL counterpart occurred last month when the Barber and Beauty Union (formerly CIO) re-affiliated with the Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors' Union (AFL).

In a vote taken amongst the Barber and Beauty Culturists Union's 6,000 members, 93 per cent showed themselves in favour of uniting with the other union. Ernest Hebert, National President of the former CIO union, said that as a result of the vote integration would become effective immediately, the members having only to approve an action already recommended by their executive board.

He emphasized that what was being done was a re-affiliation and not a merger, since the CIO group had split off from the AFL and formed a new industrial union in 1939.

The reunited organization will retain the name of the AFL union, which claims to have a membership of 80,000 in the United States. Canadian membership in 1955 was about 1,700.

William C. Birthright, President of the AFL group, will head the expanded union. Mr. Hebert and Miss Lilyan Moscowitz,

National Secretary-Treasurer of the CIO group, will become international representatives.

## **Public Employees' Unions In U.S. Agree to Merge**

Agreement on a merger formula has been reached between the leaders of the American Federation of State, County and Municipal Employees (formerly AFL), with a membership of 115,000, and the Government Civic Employees Organizing Committee (formerly CIO), whose membership is 30,000.

The merger, however, will not take effect until it has been ratified at a national conference of the Committee's locals. No further action is necessary on the part of the Federation.

The Federation had one local in Sarnia, Ont., with 125 members, in 1955. Otherwise the members of the two unions are all in the United States.

The American Federation is to add an administrative Vice-president and two general vice-presidents to its present 13-member executive board to provide posts for officials of the Organizing Committee. Arnold S. Zander, now President of the Federation, is expected to head the merged organization and Milton Murray, now Secretary-Treasurer of the Committee, is expected to become Administrative Vice-president.

## **ANG Will Limit Contracts To Two-Year Duration**

A proposal to amend the constitution to limit future contracts between publishers and locals of the American Newspaper Guild to a duration of two years, except with permission of the Guild's International Executive Board, was unanimously approved by the 250 delegates attending the ANG's 23rd annual convention, held in Toronto from July 9 to 13.

The amendment, said William J. Farson, Executive Vice-president, would assure Guild locals "the opportunity to bargain regularly for a fair share of the industry's increased income". He added that "too many of our members are getting increases of \$2 or less in the second year of two-year contracts."

It also appeared that the Guild will eventually attempt to limit the duration of contracts to one year. The convention unanimously accepted a report by the collective bargaining committee which declared: "The move must be to contracts of one-year duration. To negotiate a contract every year may be tough, but not

to negotiate every year may mean gradual death by hardening of the union arteries".

Goals of higher pay and a shorter work week were set by the convention, but no specific wage figures or hours of work were mentioned. However, Guild officials said that the current wage goal of a \$150-minimum for experienced employees in key positions is already in effect on many publications, and that about a third of the union's membership is covered by contracts providing for a 35-hour week.

The delegates voted against having a paid, full-time elected president, thus remaining unique in this respect among international unions. At present the Guild president is a newspaperman, while a secretary-treasurer and an executive vice-president are paid to work full time at headquarters in Washington.

The convention voted in favour of setting up a special committee to investigate the plan of holding biennial rather than annual conventions. A series of seminars is proposed for the off years.

The executive board was instructed to look into the possibility of spending up to \$50,000 of the Guild's defence fund "on the purchase directly or acquisition of an option on newsprint, such newsprint to be held actually in warehouses or in newsprint brokerage account". This newsprint reserve would be for the use of union newspapers in case of strikes.

Guild membership in April had increased to 27,941, President Collis announced in his report to the convention.

### **Three U.S. Groups Study Employment of Oldsters**

Nearly three-fourths of the citizens of the United States over the age of 65 have no income of their own or less than \$1,000 a year, it was found in a study by the Twentieth Century Fund.

Fifty-two per cent of all the aged are women. The proportion is greater among persons aged 70 and over. Most of these women, and one-third of the men, are widowed, divorced or single.

Thirty-three per cent of persons 65 or over receive social security benefits or related assistance. Thirty per cent are at work or are the wives of wage-earners.

Twenty per cent receive public assistance. Another 12 per cent receive income from personal savings, insurance, investments, relatives or veterans' benefits. Five per cent are in public or private homes, hospitals and other institutions.

Although social security and other benefits provide income for a large number of

older persons, employment provides the larger share in terms of dollars and cents.

Unemployment creates the greatest hardship on the older people, and two main causes for this unemployment are replacement of human skill by machines and the relocation of plants. Once unemployed, older workers remain out of work longer than younger workers.

The chief barrier to employment of older workers seems to be the widely held belief that once they have reached a certain arbitrary age they are not going to make good workers, regardless of the fact that individual abilities vary greatly.

Fifty-six per cent of retired persons surveyed in this study said that employer policies compelled them to retire.

Last spring, chiefly on the initiative of the U.S. Departments of Labor, and Health, Education and Welfare, an inter-departmental group on aging was established at sub-Cabinet level.

Among other things, this group is completing an inventory of all programs and activities within the federal Government that relate in any way to aging. This will be used as a basis to identify gaps in existing programs. The group is also working on the development of an over-all statement of principles in the field of employment and utilization of older workers.

The Department of Labor has developed a program on employment aspects of the aging for the present fiscal year, and a number of special research studies are also under way.

Fields to be covered in the studies are: productivity and performance of older workers; impact of pension costs on hiring policies; analysis of collective bargaining provisions affecting the employment and retention of older workers; employment patterns, policies, and practices in seven major metropolitan areas; and the recruitment and training of mature men and women to meet labour shortages in such fields as teaching, white-collar occupations and health services.

A recent study made by the Metropolitan Life Insurance Company showed that employment is at a maximum for men between the ages of 25 and 54, when all but 5 per cent of them are working.

At the older ages, particularly after 65, employment falls off. However, 56 per cent of all men between the age of 65 to 69 are still working. And even in the 70- to 74-year bracket almost 40 per cent are gainfully employed. Not until the years past 75 does the proportion of employed drop below 20 per cent.

## **More Disabled Persons Receiving Allowance**

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 26,027 at March 31, 1956, to 27,757 at June 30, 1956.

The federal Government's contributions under the federal-provincial scheme totalled \$1,660,418.53 for the quarter ended June 30, 1956, compared with \$1,609,660.64 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$7,744,864.02.

At March 31, 1956, the average monthly allowance in the provinces ranged from \$33.05 to \$39.32. In all provinces the maximum allowance paid was \$40 a month.

## **Fewer Recipients of Old Age Assistance**

The number of persons receiving old age assistance in Canada decreased from 93,023 at March 31, 1956, to 92,630 at June 30, 1956.

The federal Government's contributions under the federal-provincial scheme totalled \$5,169,085.46 for the quarter ended June 30, 1956, compared with \$5,193,018.30 in the

preceding quarter. Since the inception of the Act, the federal Government has contributed \$88,650,626.12.

At June 30, 1956, the average monthly assistance in the provinces paying a maximum of \$40 a month ranged from \$33.82 to \$37.81, except for one province where the average was \$27.70. In Newfoundland, which pays a maximum of \$30 a month, the average was \$29.38.

## **Blind Persons Allowances Recipients Increase**

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,230 at March 31, 1956, to 8,270 at June 30, 1956.

The federal Government's contributions under the federal-provincial scheme totalled \$743,071.85 for the quarter ended June 30, 1956, compared with \$739,641.81 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$13,168,518.44.

At June 30, 1956, the average monthly allowance in the provinces ranged from \$38.04 to \$39.57. In all provinces the maximum allowance paid was \$40 a month.

# **Proceedings of Parliament of Labour Interest**

## **Housing**

**June 25**

House building in 1956 will be at a high level, the Minister of Public Works stated in replying to a question by George H. Hees (Broadview).

In centres of 5,000 population and over, housing starts for the first five months of 1956 exceeded starts in the same period of 1955. Up to the end of May this year, 30,687 units had been started as against 29,669 last year. Completions at 35,322 exceeded those of the same period last year, which numbered 33,064.

## **Unemployment Assistance**

**June 27**

The Minister of National Health and Welfare moved the introduction of a measure to provide for federal contributions to unemployment assistance costs in the provinces. Bill received first reading.

**June 28**—Bill passed on third reading.

**July 11**—Given royal assent.

## **Public Service Superannuation Act**

**July 2**

During the debate on the proposed amendments to extend application of the Public Service Superannuation Act and make changes in administration, Hon. George A. Drew appealed for an upward adjustment of pensions of retired public servants, members of the armed forces and the RCMP.

**July 17**

Bill received second reading.

The Leader of the Opposition, the Hon. George A. Drew, again urged that steps be taken to provide for an increase in the amount of pension, particularly for those in the lower brackets. He was joined in his appeal by Stanley Knowles (Winnipeg North Centre).

**July 19**

Asked by Stanley Knowles (Winnipeg North Centre) if the Government is aware of the growing demand for an increase in



the amount of pensions paid under federal legislation, the Prime Minister made the following reply:

The Government is aware that there are a great many demands which the amounts that can be raised through taxation are insufficient to satisfy. The Government has no intention of introducing at this session any general legislation to increase the amount of pensions that are paid from the federal treasury.

### **Imports of Coal from U.S.**

**July 5**

Clarence Gillis (Cape Breton South), during consideration of the Department of Mines and Technical Surveys estimates, urged a curb on imports of coal from the United States, so that there would be markets for coal produced in Canada.

### **Work Week in Veterans' Hospitals**

**July 10**

The Minister of Veterans Affairs, replying to questions concerning requests for the five-day 40-hour week in veterans' hospitals, said that following the survey made by the Civil Service Commission of the situation in civilian hospitals, the 40-hour week was granted in those localities in which it was found to be the general pattern. In the other localities where DVA institutions exist and where the survey did not reveal that the pattern in other hospitals was to have a 40-hour week, the matter was postponed. It is, however, said the Minister, being looked into again at the present time.

### **Criminal Law**

**July 11**

Third report of the special joint committee on capital and corporal punishment and lotteries tabled.

### **Imports of Motor Vehicles and Parts**

**July 12**

Asked by Michael Starr (Ontario) if he had received communications from the United Automobile Workers contending that the increasing number of United States-made motor vehicles and parts being imported into Canada is becoming a threat to the livelihood of workers in the industry in Canada and, if so, what action is contemplated by the Government, the Minister of Trade and Commerce replied that he had received communications from individual members and that the matter was being looked into.

### **Unemployment Insurance**

**July 13**

C. W. Carter (Burin-Burgeo) inquired what progress is being made by the inter-departmental committee on the question of extending unemployment insurance benefits to fishermen.

The Minister of Labour replied that the subject has been receiving consideration for some time; that the question is now before the Government but at the moment he was not in a position to make any further comment than has already been made.

### **Civil Service Commission**

**July 16**

The Secretary of State, replying to an inquiry from Mrs. Ellen L. Fairclough (Hamilton West) concerning the appointment of a woman to the vacancy on the Civil Service Commission, said "when an announcement is ready it will be made in due course in the House".

### **Welfare**

**July 16**

The Minister of National Health and Welfare, in response to a request from F. S. Follwell (Hastings South), tabled statistics on old age security and old age assistance payments.

**July 18**—Similar information on blind pension payments was tabled.

### **Industrial Relations**

**July 16**

Stanley Knowles (Winnipeg North Centre) introduced a bill to provide for at least eight statutory holidays with pay each year for all employees in Canada who come under the jurisdiction of Parliament. The bill provides also for additional pay at overtime rates for work done on statutory holidays.

This is a companion bill to Bill No. 211, Mr. Knowles explained. "Taken together, they provide each year a minimum of two weeks' vacation with pay and a minimum of eight statutory holidays with pay for all workers in Canada who come under federal labour jurisdiction."

**July 20**

The Minister opposed the bill on the ground that it would be "to some extent an intervention in the collective bargaining process of a fairly serious nature in some industries" and that it went "beyond what labour law administrators in the provincial or federal jurisdiction consider to be a basic standard".

# LABOUR DAY

## Message from the Hon. Milton F. Gregg Minister of Labour

Reviewing the position of organized labour and of the individual worker on this eve of another Labour Day, we Canadians can find much reason for satisfaction.

This year more than 1,351,600 trade union members will celebrate Labour Day in Canada, almost four times the strength of the labour movement in 1939. Organized labour now represents 33 per cent of all paid workers compared with 16 per cent back in 1946, and the formation of the Canadian Labour Congress, which brought together the Trades and Labour Congress of Canada and the Canadian Congress of Labour, with a combined membership of more than a million workers, has strengthened its voice immeasurably.

Paralleling this striking growth in the trade union movement has been the substantial increase, particularly since the end of World War II, in the over-all standard of living and general economic security of all Canadians.

Assessed from any point of view, Canadians as a whole are now enjoying a very high standard of living. With one million new houses built since World War II, and construction continuing at a high rate, Canadians today are among the best housed people on earth. Employment is at an all-time high. Average weekly earnings in Canadian industries are also at record levels, having just about doubled in the postwar period. Through collective bargaining with employers and otherwise Canadian workers are now enjoying longer annual vacations after shorter periods of service, as well as more paid statutory holidays than at any previous time. For example, the proportion of manufacturing employees in plants where it is policy to grant a paid vacation of at least two weeks has risen since 1947 from 57 to 92 per cent, and the proportion of those who work in establishments granting six or more paid statutory holidays in a year has risen during the same period from 36 to 80 per cent. Standard weekly hours of work are lower than ever before; over four-fifths of industrial employees are now on a five-day week, and most of them are working 40 hours or less. In addition to all this there has been a very substantial increase in the coverage of industrial pension and welfare plans.

There never was a period in our industry when more goods and services were being

acquired and enjoyed by Canadians. Furthermore, these goods and services are of such quality and advanced design that many similar things produced only after a few years ago now seem modest by comparison. The technological advances of industry, which have resulted in greater productivity and permitted the introduction of shorter hours and higher real wages, have also found their way into the home, where labour-saving appliances with automatic features have meant an increase in leisure time. Meanwhile, our new plants and office buildings give clear indication that they are designed, not merely to house machines, but also to provide safe and pleasant working conditions for men and women. All our modern means of production, distribution and merchandising point up in dramatic fashion the rise in our standards which has taken place in slightly more than a decade.

We have proved that we can maintain a high standard of living and at the same time man our armed forces, support the large military defence production which is necessary, and fulfil our other international commitments to the cause of peace and the economic development of less fortunate areas of the world.

No one can safely forecast the long-term future but, among business and industrial leaders, there is a sober confidence that augurs well for economic conditions generally in the foreseeable future.

We should not, however, take our present growth and well-being for granted. The health of an economy, like that of an individual, requires constant care and watchfulness. As we enter this autumn of 1956, one of the chief threats to our economic health is inflation, a condition resulting from the insistent pressures that are produced by the type of buoyant prosperity we have been enjoying in recent months. To meet this threat, this old problem of keeping supply and demand in balance, and to ensure a steady continuing rise in employment and real income, it is important that Canadians in all walks of life make every effort to achieve still higher levels of productivity. In the meantime, all of us should practise moderation and restraint in determining policies and programs that are likely to place additional demands on the available supply of goods and services.

As we prepare to enjoy the last official holiday weekend of the summer, we Canadians cannot help but be conscious of the fact that winter is again coming. And like the coming of snow itself, we can anticipate that with winter's arrival we will again experience the usual seasonal lull in some economic activities across the country, and a consequent temporary reduction in over-all employment.

Last winter, with the endorsement and active co-operation of the major labour and employer organizations and several other national bodies, including many women's groups, and with liaison established with appropriate provincial government departments, your federal Department of Labour and National Employment Service, in conjunction with the National Employment Advisory Committee, organized a nation-wide program specifically designed to increase employment for those out of work because of seasonal factors.

In varying degrees, every town and city where there was an employment office saw an attempt to increase winter job opportunities. In some centres community enthusiasm, co-operation and over-all organization were remarkable. In many of these centres, organized labour and employers played leading roles in these community campaigns.

It is difficult to assess fully the results of last winter's campaign from a national point of view, but there is no doubt that in many areas it was a real success. Reports have been received from individual localities where campaigns were undertaken to prove that employment can be maintained at a relatively high level when householders and businessmen are encouraged to undertake during the winter whatever work they can schedule, in preference to timing it for spring and summer—particularly jobs of renovation, decoration, maintenance and general clean-up. This was particularly true in those local communities where sections of industry rearranged holidays, eliminated overtime or took other steps to even out employment the year round.

Here is a program in which all of us can help, for as householders alone we could greatly increase the demand for goods and services this winter if we were to have done those household jobs which can be done just as easily in the cold months as in the spring.

Although this appeal is directed at all Canadians, this being a message for Labour Day, I wish to ask for the continued support of all sections of labour in these efforts to level out employment between the seasons. Your support is essential if seasonal unemployment is to be made less and less a factor in the Canadian economy.

## Statement by Claude Jodoin

### President, Canadian Labour Congress

This Labour Day has a particular meaning for the members of most Canadian unions; once again we are united in one organization. Since we last celebrated Labour Day the two largest central groups have merged to form the Canadian Labour Congress, an organization of more than a million members dedicated to the welfare of organized labour and our country as a whole.

We recognize the responsibilities we face. With the families of our members, those we represent constitute at least one-quarter of our country's population. Obviously the interests of such a large group cannot be divorced from the interests of all Canadians. Thus, we have one ambition—to build a better Canada for all.

We are proud of the strides our country has made, particularly in recent years; but we recognize that opportunities for the Canadian people have been by no means fully developed. Our social legislation has been improved but there is still far to go,

and still serious gaps remain; outstanding among these is health insurance. It is the intention of the Canadian Labour Congress to press through every means at its disposal for the implementation of this long-overdue measure. Protection in time of sickness ranks in importance with protection against fire and violence which is already provided by public services.

The shuffling back and forth of this responsibility between the federal and provincial governments must end. Individual Canadian families are already paying the major part of the bill for a national health insurance plan and they are entitled to it now. If one may draw a comparison, a demonstration between the federal and provincial governments of something of the spirit and goodwill which brought together separated factions of the labour movement would be of great service to the Canadian people at this time.



We look forward to continued expansion in our country. We are just now beginning to realize the full potentialities within our boundaries and we are anxious to see that these are developed to the advantage of all our people. Paralleling the development of these resources—some in isolated parts of Canada—is rapid technological change in our factories and offices. These changes, many of which fall under the general heading of “automation”, offer new opportunities for a better standard of living. Their introduction presents a challenge to management, labour, and government. The Canadian Labour Congress renews its offer of complete co-operation with the other two parties so that technological changes can be introduced without disruption and suffering.

## Message by J. G. McLean

Chairman, National Legislative Committee, International Railway Brotherhoods

It is indeed a pleasure to extend on behalf of the National Legislative Committee, International Railway Brotherhoods, fraternal greetings on this Labour Day, to our affiliates and to all labour organizations, and to all Canadian workers.

This being Labour Day, trade union organizations will parade, hold special meetings and picnics throughout Canada. The event was inaugurated by the Knights of Labour, a body long since deceased, in 1882, but it was not until 1894 that Parliament voted the first Monday in September a statutory holiday in Canada. It is the trade unions which take active interest in the holiday.

This year, while celebrating, trade unions will rejoice that the Trades and Labour Congress and the Canadian Congress of Labour have been united in the Canadian Labour Congress. To this Congress we extend our heartiest congratulations for the unity shown at their first Constitutional Convention and the principles set forth in the resolutions endorsed by that convention.

Also, we express our support to the International Confederation of Free Trade Unions, which is assisting the workers in what is termed “backward countries” to establish *bona fide* free and democratic trade unions.

Railway workers across the nation on Labour Day will be providing transportation and for them it will be a busy work

When we celebrate this holiday in honour of Labour it is fitting that we should think, too, of our fellow workers throughout the world, many of whom are deprived of the freedom we enjoy. I would suggest to the membership of the Canadian Labour Congress that when they take part in Labour Day celebrations they pause to think of the workers of Poznan who, only a few weeks ago, were shot down in the streets of a Polish city because they dared to lay down their tools and ask for bread.

The responsibilities of the Canadian labour movement are by no means restricted by our boundaries. In our united and strengthened organization we hope to make a greater contribution to Canada and to our fellow workers throughout the world. This, we hope and pray, may be a contribution to peace, bread and freedom for all.

They will have the satisfaction in recalling that their international railway brotherhoods as early as 1863 established locals in Canada; and that their rapid and almost complete unionization within limited jurisdiction won relatively good pay and working conditions very early in their existence. The railway brotherhoods are presently highly concerned over the loss of jobs to “automation,” particularly under central traffic control, conversion of the steam locomotive to the diesel-electric engine, office computers and other technological changes.

We are appreciative of the social security legislation, such as the provincial Workmen's Compensation Acts, acts implementing old age assistance, Mothers' Allowance Act and Disabled Person Act; and, in the federal jurisdiction, of the Old Age Security Act, Family Allowance Act, Unemployment Insurance Act, with particular reference to the amendments thereto, enacted in the past year. We are hopeful that there will be further social security laws enacted at an early date covering medical care, sickness benefits, maternity benefits and survivor benefits.

We are particularly appreciative of the purity of the Salk Vaccine, manufactured in Canada, which means so much to the children of the nation in lessening the dreadful disease of poliomyelitis.

## Message from Gérard Picard

General President, Canadian and Catholic Confederation of Labour

Labour Day will, no doubt, be celebrated enthusiastically this year as it was last. On the one hand, it is a holiday by which all workers benefit. On the other hand, however, it is not like other holidays for organized labour. As a matter of fact, a great many trade unionists devote part of it to demonstrations of solidarity and part to reflection.

Demonstrations of solidarity are necessary to remind us not only that labour organizations are more powerful than they have ever been, but also that they have become democratic institutions conscious of their role in the life of the nation and prepared to discuss seriously all problems of interest to them.

Moments of reflection are also essential. New problems are coming up in the world of labour. There is no use denying them. There is no use looking back regretfully on the time when they did not exist. One of these problems, which has been of very present interest for some time, is automation.

Automation is not something which you can accept or refuse to accept. It has

already been established in certain plants and it will be in others. This is, without doubt, a serious problem, but it must be contemplated with serenity. Reasonable solutions are already being discussed and others will be suggested. It is up to the labour organizations to examine them all. This is not the time, in this message, to attempt to analyse the problem, but there are two simple ideas which can be expressed without delay. The first is that the problem of automation should be approached objectively, albeit with the vitality which is characteristic of our economy. The second is to insist that important decisions which might have economic and social repercussions should not be made until governments, employers' associations and labour organizations have consulted. It is in the interest of all of us to be in agreement.

And now I wish all members of the CCCL, all members of other labour organizations, all workers in general, and their families, a happy, restful Labour Day and a Christian one.

---

## "Profits" Is Subject of PAI Study Meeting

Four specialists in economic and social questions dealt with the idea of profits in private enterprise at a study meeting held by the Professional Association of Industrialists at Three Rivers in June.

Rev. Father Louis Lachance, o.p., Vice-dean of the Faculty of Philosophy at the University of Montreal, discussed the moral aspects of profit.

"Because it is a reward for the spirit of initiative, for the ability to assume responsibilities and to make decisions," said Father Lachance, "profit goes by right to the owner—in the first place because of the right of ownership, in the second place because it falls to the person who has found the means to attain it, and finally because it belongs to the one who has undertaken technical and moral responsibility for the means thus used."

He added that this applies also to those who have done nothing but supply capital for a concern.

The economic and financial aspects of the problem were examined by Jacques Melançon, Montreal economist. Having explained the development of the idea of profit in the concern, he pointed out that

profits, which have hitherto usually represented a source of reinvestment, sometimes become insufficient, especially in the case of small or medium-sized concerns.

"I believe," said Mr. Melançon, "that if we wish to protect the economy of the province of Quebec in such an economic-social-political atmosphere, a great many of our best-developed concerns will have to undergo a transformation which will enable them not to lag behind the changes taking place before our eyes. On the one hand, the structure of our family-type concerns, which are most threatened by these changes, will have to be thought out anew; on the other hand, means will have to be sought to create for ourselves public-type concerns capable of making maximum use for the general good of the savings of the nation which are now accumulating more and more in the hands of the consumer."

André Bisson, Professor in Laval University's Faculty of Commerce, dealt with the technical and administrative aspects of the problem, emphasizing in particular the fact that profits are often very small.

*(Continued on page 1068)*

# Ontario Labour Relations Act Criticized

Committee established by Ontario Federation of Labour conducts public hearings in province's main industrial centres, gathers criticisms of the Act and its administration and suggestions for its improvement

Criticism of a number of sections of the Ontario Labour Relations Act, and particularly of the administration of the entire Act, was voiced at a series of public hearings held at industrial centres in the province during June and July.

The hearings were conducted by the Committee on Labour Relations created by the Ontario Federation of Labour at its 10th Annual Convention, held in Toronto in November 1955. Chairman of the special committee was Ted Goldberg, United Steelworkers of America Research Assistant.

Most frequently criticized section of the Act throughout the hearings was the one dealing with conciliation procedure. Union spokesmen appearing before the committee condemned the delays that are occasioned on every conciliation case.

Among the other items criticized were: the practice of using judges as conciliation board chairmen; the greater difficulty in having a union certified than decertified;

the permitting of the legal profession to get involved with cases under the Act; and Section 78 of the Act respecting municipal employees.

With Mr. Goldberg on the Committee, which held meetings in Toronto, St. Catharines, London, Windsor, Hamilton, Kitchener, Peterborough, Cornwall, Kingston, Cobalt, Timmins and Port Arthur, were:—

Henry Rhodes, Western Director, Canadian Labour Congress; Richard Courtney, International Representative, United Auto Workers; Jack Piper, Retail, Wholesale and Department Store Union; Eamon Park, United Steelworkers of America; Bill England, CLC General Representative; William Punnett, United Rubber Workers of America.

Dave Archer, OFL Executive Secretary, and Russell Harvey, Ontario Director of the CLC, acted as advisers to the Committee.

## Toronto Hearings

At Toronto, 27 individuals representing political parties, the legal profession, major Canadian unions, universities and church groups submitted their criticisms of the Act and offered suggestions to make the Act acceptable to those it affects.

### OFL Surveys

Gordon Milling, Research Secretary of the OFL, placed before the Committee figures obtained in two surveys on conciliation cases made in 1953 and 1955. The figures, he told the Committee, proved incontrovertably that every case to go before a conciliation board in 1953 and 1955 had consumed more time than the legal limit allowed before a decision was reached.

In 1953, Mr. Milling told the Committee, 36 cases, chosen at random, were studied. In 1955, 61 cases were studied.

The survey showed that in 1953 it took an average of 23 weeks and in 1955 an average of 28 weeks from the application date until the conciliation board's report was handed down.

The Act provides that the conciliation procedure be completed in 10 weeks, i.e., 70 days. In both the 1953 and 1955 surveys

it was found that in no instance among the cases studied had the conciliation procedure been completed within 10 weeks. Only 14·3 of the 36 cases studied in 1953 had been dispatched in 11 to 15 weeks and only 1·6 of the 61 cases studied in 1955 had been handled completely in that time. In every instance it required closer to 15 weeks than 11 to complete the cases.

"Conciliation time is getting greater and greater, and the odds now are decidedly against quick settlement of any case that goes to conciliation. This, in turn, proves that the legal time limit set by the Act is constantly ignored," Mr. Milling declared.

Eamon Park asked at this point if Mr. Milling's group thought that extending the time limit established in the Act to 90 days would make any difference, providing that the Act were amended to allow either side in a dispute to take economic action if the conciliation board report was not ready within that period.

Mr. Milling approved the suggestion, pointing out that it was not so much the number of days but rather the uncertainty involved that perplexes and annoys the union involved.





Ontario Federation of Labour Committee on Labour Relations (from left): William Punnett, United Rubber Workers; Eamon Park, United Steelworkers; Dave Archer, OFL Executive Secretary; Ted Goldberg, Steelworkers (chairman); Dick Courtney, United Auto Workers; Jack Piper, Retail, Wholesale and Department Store Union

"We feel that 70 days is an adequate period of time for the handling of a conciliation case. However, I am quite sure that 90 days would be acceptable, providing that there would be absolutely no loop-hole through which the period could be extended beyond that time to prevent either party in the dispute from taking economic action," he said.

He thought that 70 days was enough to handle any case provided someone had the authority to put the proper amount of pressure on the persons involved to make them meet the time limits specified in the Act.

Mr. Milling believed that conciliation cases could be dealt with in 50 to 55 days, "if each step of the procedure was attended to in a reasonable length of time".

#### John J. Wintermeyer, MPP

John J. Wintermeyer of Kitchener, Member for Waterloo North in the Ontario Legislature, told the Committee that he did not believe judges make good conciliators. He thought that experts should be developed in the field—men who would make conciliation their only business.

Suitable individuals should be chosen and sent to college for special courses, if necessary, to make them competent to deal with labour and management issues in conciliation cases, he suggested.

He proposed that these expert conciliators be paid by the government but should operate independently and not be subject to the control of any political, management or union group.

Asked what he thought of a 90-day time limit for the disposition of conciliation cases, Mr. Wintermeyer said that seemed to be "about the right amount" of time.

He thought that at the end of 90 days, however, if that was the time limit set, some ministerial authority should be available and brought to bear, and be made responsible for seeing that no delays beyond that period occurred.

The problems of delay in conciliation "must be treated seriously," Mr. Wintermeyer said. "We are facing automation and other technical improvements which are creating new problems all the time. These items make a pool of expert conciliation officers more essential all the time.

"I think the government could afford to educate men from the labour groups to fill jobs as expert conciliators," he said. When the Committee Chairman asked if the conciliators would be civil servants, Mr. Wintermeyer replied: "I'd prefer they were not. I would not want them to be responsible to any government or minister. They should be completely independent."

## Prof. B.S. Keirstead

Prof. B. S. Keirstead, political economy professor at the University of Toronto, thought that "on the whole the training of judges and lawyers unfits them for good conciliation".

Members of the legal profession, appearing before the Committee, agreed with Prof. Keirstead that judges as a group do not make the best conciliation board chairmen.

The Committee then wanted to know where conciliation board members should be obtained if not from the judicial group. Members of the clergy and college professors could be pressed into service after a minimum of training, it was suggested.

Prof. Keirstead said that, in his opinion, conciliation by three-man boards is desirable. He supported legal compulsion to submit to conciliation before a strike or lockout but did not subscribe to the compulsory acceptance of a board's recommendations.

"Experience shows that skilful conciliation is beneficial to weak unions, need not be harmful to strong unions, is in the public interest in that it prevents unnecessary work stoppages, and is also in the long-run interest of management," he stated.

Because wage and industrial disputes involve conflicts of interests, not conflicts of rights, "the judicial process, which is appropriate in arbitration of a dispute arising over the interpretation of a contract, is definitely inappropriate in the collective bargaining over the negotiation of a contract," Prof. Keirstead asserted.

Repeating that conciliation in the latter case is not a judicial process, he declared:

The chairman of a board, assisted by the two nominees of the parties to the dispute, must regard his duty to be to assist the two parties to a workable agreement. He does not aim to get a "just" award; he tries to get a mutually acceptable contract.

My experience is that the board and the chairman can, if they function in this way, help the two parties to come to an agreement. Though I admit there are exceptions to this observation, I think that on the whole the training of lawyers and judges unfits them for good conciliation. Judges, as chairmen, tend to be judicial; and no jurisprudence exists, or should exist, in the resolution of conflicts of interests.

Lawyers, representing one or both parties, also tend to make the proceedings formal and courtlike. The ideal board consists of an experienced conciliator as chairman, an experienced union man from a union other than the party to the dispute and a business man, also not representative of the party to the dispute. The two nominees should, however, have the confidence of the two parties

and should be able to explore with the chairman suggestions for a mutually acceptable agreement.

His support of compulsory conciliation depended on the conciliation's being well done, he explained. "If the administration of the law can be reformed so that, in the main, we get good boards, then I think we should prefer to retain our present system," he said. "If, however, we are to have ineffective boards, which simply hear formal argument, make a quasi-judicial decision and utter a 2-to-1 report, I suspect they do little good and, from labour's point of view, some harm.

"I urge, however, that we concentrate on reform of administration, not on amendment of the legislation," the professor stated. "If the former is impossible, the latter may become necessary."

Prof. Keirstead, pointing out that the clauses in the Act designed to prevent undue delay are frequently disregarded with the consent of the Department of Labour, listed some of the reasons delays occur: (1) the difficulty in choosing a chairman; (2) the chairman, once selected, has to arrange his own schedule and then get two busy colleagues to fit their time to his; (3) the parties themselves occasion delay by being unable to meet at times convenient to the board.

These delays are welcomed by some people who think they permit what is called "cooling-off". This is nonsense. They are frustrating and annoying. With weak unions they sometimes do result in frustration to the point where the members will no longer hold together for a strike. Thus "cooling-off"—when it works—simply means weakening the union's bargaining position. Usually, however, the frustration makes people angrier and more difficult to bring together than they would otherwise have been.

It also adds difficulties to the settlement in the form of retroactive benefits. It can also mess up the question of the contract's period. Altogether such delay is undesirable from the point of view of the union and of the chairman of the board. I think it is undesirable from the point of view of management and I find the more far-sighted management representatives agree with me.

Delay need not be accepted, he continued. He had found it possible "by tact, and sometimes by fairly forceful persuasion," to avoid delay. All board members must agree to set aside time to see the case through and if a member cannot, "he should resign in favour of a nominee who can attend board hearings within the statutory period," Prof. Keirstead said. The Department of Labour, too, should be rather more severe in insisting on the statutory time limits, he added.

He then pointed out that there was a difference between delay and "the patient use of time".

The chairman, to be successful, must not be distracted by a feeling of haste, a feeling that he has to wind up the hearings today or tomorrow in order to keep some other appointment. He must be able to spend the time and the patience necessary for protracted negotiations. If the Department does not like the expense of this, it had better give up the Act, for successful conciliation takes time and patience (and the involved expense) and unsuccessful conciliation is a complete waste of time, patience and money.

Prof. Keirstead also believed that chairmen should have far greater power in dealing with the parties to the dispute in order to get quicker action. In answer to questions from the Committee, he explained how the Deputy Minister of Labour selected board chairmen but could not explain why labour representatives are never chosen.

### Robert W. Macaulay, MPP

Robert W. Macaulay, Member for Riverdale in the Ontario Legislature, who is a lawyer, told the Committee that several portions of the Act were objectionable. "The Act was well conceived," he said, "but there are omissions to be filled in and amendments to be made."

Making it clear that the opinions he expressed were his own and not the provincial government's, Mr. Macaulay agreed that with few exceptions judges were not fitted to serve as conciliators or conciliation board chairmen. He also felt that union criticism over delays in conciliation procedure was fully justified.

He believed two things would offset delays in conciliation: stricter enforcement of the provisions of the Act, and sending applications for conciliation direct to the Labour Department rather than to the Labour Relations Board or to the Minister. He thought the government should make a greater effort to train conciliators to be expert, and he was sure the government could do so.

Mr. Macaulay spoke against automatic certification of unions, contending that a vote on all certification cases was "the best conclusive way of determining whether people want something or not".

He supported labour's contention that where a vote is necessary the majority of those voting should determine the outcome, instead of, as the Act now provides, the majority of those eligible to vote.

He was opposed to the use of *ex parte* injunctions in labour disputes. He believed that a court should not issue an order affecting two parties unless both were made aware of the order in advance.

Speaking about unfair practices, Mr. Macaulay said that offences under the Act should be tried by the Labour Relations Board, instead of by the courts.

### United Steelworkers of America

The submission of the United Steelworkers of America was presented by Murray Cotterill, Director of Publicity.

While the Ontario Labour Relations Board "is by and large doing a conscientious job," he said, there have been exceptions. As an example he cited the union's application to represent the office workers at the Canada Works of the Steel Company of Canada, "where prolonged delay by the Board in deciding the issue of the bargaining unit was a contributing factor in weakening the union".

Mr. Cotterill said his union wondered if the Board hadn't gone beyond the intent of the Legislature in the practices it has adopted to determine the meaning of "member of the union" as used in the Act. He cited the change in the Act from "member in good standing of the union" to "member of the union," during debate on which it was said that the purpose of the change was to make it easier for unions. But, said Mr. Cotterill, the rules were tightened up.

"This observation leads to the point that there is a major discrimination against unions in the Act," he asserted. "It is much more difficult for workers to get their union certified than it is to get the union decertified."

The union did not have too strong feelings on the requirement that 55 per cent of the workers in the bargaining unit must demonstrate with a payment of money that they are members of the union to gain certification without a vote, and that 45 per cent must demonstrate union membership to obtain a certification election.

"We do feel strongly, however," he went on, "that the voting procedure which requires that an applicant union must get a majority of those eligible runs counter to all democratic procedures. A simple majority makes sense in union elections as in other types of elections."

Because the intention of the Act should be to stabilize labour relations in the province, the brief continued, the period for decertification or for entertaining an application from another union should be limited to the 60 days prior to the expiry



date of an agreement or to the eleventh and twelfth month of the agreement. An extension of the period beyond the twelfth month or the termination date of an agreement invites applications for conciliation in order to apply "closure" on another organization rather than for "genuine" conciliation reasons.

Mr. Cotterill then quoted a resolution passed at the union's latest policy conference, which expressed the view that conciliation procedures should embody:

(a) an optional system of conciliation which protects the interests of small locals as well as large;

(b) provision for the exemption of specific industries such as the construction industry from the procedures;

(c) flexibility which permits collective bargaining contracts negotiated on an inter-provincial, national or international basis to be exempted from the requirements of provincial statutes;

(d) clearly set-out time limits which permit the use of economic action once those time limits have been exhausted;

(e) expansion of conciliation and mediation machinery outside of the judiciary by a conscious government policy of training of skilled personnel in the field;

(f) a public policy which asserts the principle that settlements negotiated through the conciliation system should be retroactive to the date of expiry of the previous agreement.

The most unsatisfactory sections of the Act are those dealing with conciliation, the brief continued, and the major defect has been the "completely inefficient administration" of the conciliation procedures.

The Steelworkers suggested that provision be made in the Act for either or both parties to a dispute to waive conciliation and also that, where negotiations are being carried on internationally or inter-provincially and the parties are making use of procedures under some other jurisdiction, Ontario should not require compliance with the Ontario procedures. "We have been able to make reciprocal arrangements with other provinces in the operations of the Workmen's Compensation Act," Mr. Cotterill pointed out. "We should be able to do it with the Labour Relations Act."

A major defect in conciliation is that "the present system makes for delays," the brief continued. "Timing is often a key to collective bargaining situations and conciliation procedures can be used—and are used—by either party to delay and throw timetables out the window."

What is needed is a fixed and realistic period of time in which the conciliation procedures must be completed. The present Act talks about a 65-day period and actually consumes more than six months on the average. We would be happy to set the time

at 90 days, provided that was the end of it except with the mutual consent of the parties. In that 90-day period, we suggest the parties should have at their disposal either the conciliation officer or the conciliation board services, or both if useful, but at the end of 90 days, if government intervention has been unable to effect a settlement, the parties should not be longer barred from the next step in collective bargaining, which is economic action.

The brief also suggested that the government look to other groups than judges (university professors and clergymen were mentioned) for conciliators. "The long-range answer, however, is in training skilled people through specialized courses at our universities. Provincial government aid in promoting such training in our universities would be a worth-while investment in future industrial peace."

The union criticized the use of injunctions in labour disputes. Injunctions should be restricted to civil disputes, it contended.

"Certainly the practice of issuing *ex parte* injunctions is a malicious breach of the principle of justice that ensures that a man shall be given an opportunity to meet his accusers, and violates the precept that a person is innocent of an offence until proven guilty," Mr. Cotterill said.

The laws could be revised to do much to avoid trouble on picket lines, the brief suggested. As a union is compelled to go to conciliation before they have a legal right to strike, a worker "is entitled to some protection when he does strike". He should have a "property right" in his job just as the employer has a property right in the factory.

Where a legal strike takes place, an employer should be forbidden to hire outside strike-breakers to take the strikers' jobs. If he can persuade some of his regular employees to return, that is part and parcel of the economic tug-of-war between him and his workers. But the hiring of outside strike-breakers is the theft of a man's job. It should be outlawed as other forms of theft are outlawed.

### Gordon Milling

Taking the floor for the second time during the Toronto hearings, Gordon Milling, Research Director for the Ontario Federation of Labour, made a classification of the delays that occur in conciliation. He said there were three categories: (1) statutory or mandatory delays, e.g., seven days after receipt of a board report; (2) procedural delays, i.e., delays resulting from the nature of the procedure, for example, mailing time, necessary postponements in reaching mutually agreeable dates; and

(3) contrived delays. He could add, he said, delays through neglect arising from oversight or inefficiency of individuals.

"Because procedural delays are expected in a process involving so many different individuals," he said, "and because this type of delay is not amenable to rigid time limits, they tend to operate as camouflage for contrived delays."

Contrived delay is a tactical device used by one party to gain time. In most cases the other party stands to lose something as a result. Delay necessarily works to the disadvantage of the party which desires changes in the contract; delay stands to benefit the party opposing such changes.

I suggest that any change in approach or procedure which does not cope with the problem of delay will probably prove unpopular with both labour and management before long. As long as delays are possible they are inevitable.

If government intervention is to be retained, it should be in the form of mediation designed to help two parties reach an amicable settlement and should involve a minimum of coercion and require not more than a reasonable amount of public expense for the results obtained, Mr. Milling continued.

There is no justification for its use in postponing an inevitable strike, he maintained. "A cooling-off period does not cool anyone off if it lasts too long."

Two possible methods of limiting delays were suggested: (1) enforcement of strict legal time limits—which could be better defined in the Act—and (2) establishment of one over-all statutory time limit for the entire process, after which either party would be free to take economic action.

The first method would require, Mr. Milling said, the use of "expeditors" in the Department of Labour to ensure that each person involved in the procedure carried out his obligations within the required time.

### **Bakery and Confectionery Workers**

John Reid, International Vice-President, Bakery and Confectionery Workers' International Union of America, said there are far too few conciliators in Ontario, with the result that the same ones appear over and over. "Invariably it seems," he said, "a poor conciliator always gets a big case to handle, that is, where more than 100 employees are concerned, while a topnotch conciliator seems to get a small group involving 10 or 12 employees. The result of this, in my experience, has been that the big groups lose 100 per cent of their cases, while the little groups win 100 per cent of theirs."

His union called the seven-day "cooling-off period" provided in the Act "an insult

to labour people". It should be removed from the Act because, he declared, it does more to heat up people than cool them down.

Mr. Reid thought the Act should contain a clause making retroactive pay compulsory in all conciliation cases. Regardless of when a wage dispute case is settled, the wages would date back to the time conciliation services were applied for. The same should apply in arbitration cases. His union believes such a procedure would help speed up the handling of conciliation cases.

### **Ontario CCF Trade Union Committee**

Speaking on behalf of the Ontario CCF Trade Union Committee, Ken Bryden, CCF Executive Secretary for Ontario, raised five fundamental objections to the Ontario Labour Relations Act. These were:—

1. Its failure to provide adequately, particularly because of unsatisfactory enforcement procedures, for the protection of the basic right of workers to organize and bargain collectively.

2. Unfair and undemocratic rules governing the certification and decertification of unions.

3. Lack of provision for union security.

4. Conciliation procedures that make a travesty of the creative role that the state ought to play in the settlement of labour disputes.

5. Discrimination against certain classes of workers.

"Any of the foregoing defects," said Mr. Bryden, "is serious enough to indicate a lack of comprehension of the true nature of labour relations on the part of the government which sponsored the Act.

"When all are added together, there is no escaping the conclusion that the Labour Relations Act of Ontario is not based on a healthy and realistic understanding and acceptance of the role of trade unions in a democratic society."

Before he described the procedure that his committee thought should be established, Mr. Bryden outlined the principles that they regarded as basic to the sound enforcement of unfair labour practices provisions. These were:

- (1) There should be unified administration, guaranteeing uniformity in decisions and decisiveness in action. The present division of authority between the Minister and the commissioners inevitably leads to confusion and indecisiveness....

- (2) All parties affected by the investigation of an alleged unfair practice should be guaranteed a fair hearing; but at the same time procedural technicalities should be eliminated....

(3) Investigations should be conducted exclusively by specialists in the judicial and quasi-judicial aspects of labour relations problems....

(4) These specialists should be in a position to act in an independent and objective manner...should have no personal interest in the disposition of the matters coming before them (and) should be quite independent of the executive branch of government....

Mr. Bryden suggested that the Labour Relations Board was the "logical" agency for administering the unfair practices sections of the Act.

Mr. Bryden recalled that when the bill was before the Legislature in 1950, the CCF Members attempted to defeat it because it violated "the sound principles of labour relations by denying the application of fundamental democratic principles in voting procedures, by establishing complicated and inflexible conciliation machinery that is likely to create industrial unrest and by ignoring the principle of union security".

While the Act purports to outlaw the more obvious unfair labour practices—interference by an employer in the affairs of a union; dismissal for union activity; discrimination, coercion and intimidation; yellow dog contracts; refusal to bargain in good faith—it is "silent" with regard to other unfair practices, he said. As examples he mentioned labour espionage, threatening to move or close a plant during the course of a labour dispute, and manipulation of wages and other working conditions while union organization is in progress.

His group's major objection, however, was to the "tortuous and indecisive" procedures established for enforcing the unfair practices sections of the Act. The chief criticisms of the procedure were: (1) that the quasi-judicial functions assigned to the Minister of Labour were not functions properly to be performed by a member of the executive branch of government; (2) that the insertion of conciliation as a necessary first stage in the procedure was "ill-conceived"; (3) that the investigation of complaints was undertaken purely on an *ad hoc* basis, so that there is no continuity in decisions; (4) that the commissioners appointed by the Minister were almost always judges, who bring a "court-room atmosphere" to investigations.

Because the Board was even now overloaded, he suggested the establishment of a network of regional offices with a senior officer—"examiner"—in charge to receive all complaints of unfair practices emanating from the region. This officer, after investigation and, if found necessary, a hearing, could issue a remedial order in the name

of the Board. The Board could overrule an examiner either on its own motion or on the application of one of the parties.

"The work of the examiners would ensure speedy disposition of the vast majority of cases, while the supervisory activities of the Board would ensure uniformity of application of the provisions of the Act," Mr. Bryden asserted.

He added that, even if the Board were not assigned jurisdiction in regard to unfair practices, the establishment of a regional system to deal with certification applications would eliminate most of the complaints about delays.

Turning to certification and decertification procedures, Mr. Bryden said that "the conditions governing certification are unduly onerous while the conditions for initiating decertification proceedings are too easy".

Four important defects in the certification and decertification provisions of the Act were listed by Mr. Bryden.

1. The Act permits the Board to take into consideration only employers "who are members of the trade union". The only relevant question is: How many employees want the union to represent them in collective bargaining? "If some or all of the employees want to be represented by a union of which they are not members, that is their business," he said. "If the union is willing to represent employees who are not members, that is its business. In neither case is the matter one which should concern the Board." Membership in the union should not be the only evidence accepted, Mr. Bryden proposed.

2. The requirement that 45 per cent of the employees must be members of the trade union before a vote will be conducted calls for "an unduly high" percentage. "To require a sign-up that is only 5 per cent less than the figure needed to win a vote is clearly more than is necessary to meet the need for eliminating frivolous applications," he said. He suggested that a vote should be mandatory if the application is supported by authorizations from 35 per cent of the employees and discretionary where between 25 and 35 per cent have signed.

3. The provision that a union is eligible for certification only if it obtains votes from a majority of those eligible to vote, not from a majority of those voting, does not apply anywhere in the democratic world. Mr. Bryden suggested that a vote should be considered nugatory if less than a majority of the eligible employees participate but, when a majority cast ballots, the matter should be determined by the majority of those who actually vote.



4. Application for decertification should not be entertained if supported only by one or more employees or by a "round robin" petition, he declared. The application should be supported by separate, witnessed statements in which the employees individually indicate that they no longer wish to have the union as their bargaining agent. Those supporting the application should also have to give a reasonable explanation of the source of the funds they are using to advance the application, just as a union seeking certification has to prove that it is a *bona fide* trade union.

Mr. Bryden then suggested that the Act make provision for the voluntary revocable check-off of union dues, because "an employer who is unwilling to grant some measure of security to the union has not fully accepted that union and in the back of his mind has the idea that some day he can get rid of it. The result is bound to be instability in labour relations."

Criticizing the Act as a "masterpiece of formality and inflexibility" when the utmost informality and flexibility is required in conciliation procedures, Mr. Bryden then suggested the establishment of a corps of good conciliators.

We deplore the fact that the work of the conciliation officer has been reduced to a mere stage in a labyrinthine procedure. A corps of good conciliators ought to be regarded as the backbone of the whole conciliation service, because they are particularly well suited to deal with labour disputes. They are in a position to intervene at a moment's notice. They are not bound by procedural forms or predilections of any kind. They are entirely free to use their experience, intelligence, resourcefulness and good will in any way that may benefit the parties. In short, they are mobile—physically and intellectually—and mobility is the key to successful conciliation. Yet, in Ontario their usefulness is reduced by the almost irresistible tendency of the parties to wait and see what the next stage might bring.

Mr. Bryden said his group was of the opinion that the "whole complicated procedure in the Ontario Act ought to be scrapped and a fresh start made".

To supplement the work of the full-time conciliation staff, the Department should build up a panel of mediators, consisting of prominent citizens who are not employed full time in conciliation work but are qualified to undertake it. These mediators would be used in special cases—where there appears to be need for a fresh approach or for a person with prestige in the community or both. They would also be available to serve as board chairmen from time to time.

In addition, full recognition should be given to the vital, indeed indispensable, role that conciliation boards have to play in many cases. They should never be placed in

the position where they are regarded as either the last hurdle to be jumped or the last ditch of delay. Their prestige should not be frittered away in cases where other types of service are preferable. They should be reserved for the complicated cases where a tri-partite board (with a distinguished citizen as chairman) is more likely than a single conciliator or mediator to impress and gain the confidence of the parties. And they should be introduced in such cases speedily and decisively, as soon as the need has become apparent.

There should be no attempt to make the three types of service interlocking. Each type should be used wherever and whenever it is required—whether or not some other type has been used previously. The Department should be constantly assessing every dispute that comes to its attention and deciding which type of service has the best chance of success. Every case should be judged on its merits. There should be no pre-determined pattern.

The brief presented by Mr. Bryden then dealt with the Act's "discrimination" against public employees. Provincial government employees are excluded and civic employees, and employees of municipal boards and commissions, may be excluded by declarations of the municipal councils concerned. The government should not exempt itself from meeting the same obligations it imposes on employers, the brief declared.

### John H. Osler

John H. Osler of Toronto, who described himself as "a lawyer whose experience has been on the side of labour," outlined some flaws he has encountered in the Ontario Labour Relations Act in the course of his practice.

He objected to the Act's compelling a lawyer in an unfair practices case to present his full case twice, once before the Labour Relations Board and, if he gains approval to continue the case, again before a court of law.

A far more satisfying method could be devised, patterned after the Taft-Hartley Act provisions, where officers of the labour relations board deal with such a matter and issue a "desist order", which is filed with the court and becomes a full court order *ipso facto*. That way only one process is required, which results in the saving of a great deal of time and money, he said.

Mr. Osler emphasized that a union is not interested in getting an employer who engages in unfair practices into court and having him fined \$1,000, but rather "in making him stop his illegal actions".

Mr. Osler agreed that judges as a group do not make good conciliation board chairmen.

Eamon Park, pointing out that not too many complaints were received about sections of the Act handled by the Labour Relations Board but many about the portions handled at the ministerial level, wondered why the Board was not allowed to handle all parts of the Act. Mr. Osler replied that the Board could not handle any more work than it is now doing unless it were enlarged. "If it were enlarged, that would detract from the character of the Board," he said.

### Norman L. Mathews, QC

Norman L. Mathews, QC, of the Industrial Relations Section, Ontario Bar Association, thought arbitration boards should be given the right in the Act to administer oaths and issue subpoenas; conciliation boards have that right.

Other recommendations by Mr. Mathews were:—

There is some doubt, under Section 11, as to how long the duty to bargain continues. It is my submission that this should be clarified by specifying that it shall continue until the conciliation procedure provided by the Act has been exhausted.

It is my submission that conciliation is a part of bargaining and that Section 12 should be clarified in this regard.

In view of the uncertainty as to when the Minister has received the report of the conciliation board, the seven days specified in Section 49 (2) should run from the time the Minister has forwarded the report to the parties.

A new section should be added after Section 51 to read as follows: "No person shall picket a place of employment unless a lawful strike is in progress or unless a strike could legally occur at such place under the provisions of Section 49".

The Act should provide that all awards of arbitration boards should be filed with the Minister of Labour and be made available to all interested parties. It would not seem too much to ask that the Department of Labour should publish these.

Provisions should be incorporated in the Act providing that all decisions of arbitration boards should be forwarded to the Minister of Labour and should be published in an official publication of the department, "which could be patterned after the federal Department of Labour's publication, the *LABOUR GAZETTE*".

### Toronto and Lakeshore Labour Council

The Toronto and Lakeshore Labour Council had had a brief prepared by a Toronto law firm on the use of injunctions

in labour disputes, the Committee was told by Harry Waisglass, Chairman of the Council's legislative committee. The brief was turned over to the Committee.

The brief began with a definition of an injunction, the legal history of injunctions, and an explanation of the various types of injunctions.

"The present law appears to be that the court may grant an injunction if it is convinced by a preponderance of evidence that there is a strong probability that damage will be done to the plaintiff or his property if an injunction is not granted and that the nature of the damage is such that it is not easily compensated by a monetary award," the brief explained.

Pointing out that injunctions originally were not granted to prohibit actions that could be dealt with by the criminal courts, the brief continued:

However, at least in labour matters, the courts no longer appear to exercise such restraint and now seem to take the position that if the conduct of people is unlawful, in the sense that it is prohibited by a statute or has a criminal character, the court will do what it can to prevent the continuation of such conduct at the request of the party being damaged.

The brief then outlined the procedure followed in the granting of an injunction, concentrating on *ex parte* in injunctions, and pointed out the effect of an injunction order.

"Once an order has been made," it explained, "it is likely to place the conduct of the strike under a very grave handicap." And, it warned, "such orders must be implicitly observed at the risk of being committed to jail for contempt of court if they are broken."

The conduct that, generally speaking, has been prohibited by injunctions in the last two or three years, the brief said, has been: (1) the intimidation of, molestation of, or interference with other employees seeking entrance to or exit from the struck plant; (2) interference with customers or other persons on lawful business seeking to enter or leave the plant; (3) attempts to induce other persons—customers, suppliers, etc.—to break contracts they may have with the employer; (4) physical obstruction or other interference with trucks and truckers seeking to remove material from or take material into a struck plant; and (5) attempts to commit any of the above acts or induce others to commit them.

"Occasionally an injunction will also prohibit picketing with more than a set number of persons at each entrance and,

in the case of unlawful strikes, an injunction may prohibit all picketing," the brief added.

Under the heading, "Changes in the Law," the brief stressed that it must be kept in mind that the injunction is only a method of enforcing existing rights and does not confer any rights on anyone nor take away any existing rights. It continued:

The question can be tackled from the point of view of adjusting the machinery in order to make certain that in giving recognition to the rights of the employer the court does not excessively curtail the rights of the strikers. . . .

As to the machinery, we think that a very strong case can be made for the proposition that no injunction should ever be granted *ex parte* except perhaps when there is evidence that the intended defendants are deliberately hiding themselves so as to avoid service of the notice or something of that kind.

Pointing out that normally in court actions a notice which originates something must be served seven days before the hearing of the motion and that, in the intermediate stages of action, a notice must be served two days before, the brief suggested that at least two days' notice of motion must be given when an employer is seeking an injunction in a labour dispute. "If such motions had to be made on notice," it explained, "it would at least give the intended defendants an opportunity to prepare a defence and it would eliminate the present very unfortunate situation where a defendant has his first opportunity to be heard after the order has been made."

In the present state of affairs, it is up to the defendants to convince the court that an existing order should be discontinued or removed, the brief said. This is very different from being given an opportunity to argue that the order should never be made at all.

Because it might be impossible to persuade any government to prohibit an employer from enforcing his existing rights, "it might well prove more practical in the long run to propose that, under certain circumstances, certain additional rights should be granted to trade unions and to employees engaged in a legal strike," the brief suggested.

The employees' right to strike has already been hedged around with many restrictions and it cannot be exercised until all the procedure laid down in the Labour Relations Act has been exhausted. In return for this curtailment of his rights, should he not be given the assurance that, if he does find it necessary to withdraw his labour and go on strike in order to secure adequate and fair working conditions, his job will be protected and no other person will be permitted to fill that job until the strike has been concluded?

The brief concluded with suggested amendments to the Act that would implement the two suggestions made.

Mr. Waisglass then presented his group's views on the check-off of union dues, conciliation and bargaining in good faith. He told the Committee that "by passing legislation providing for the check-off of union dues, the Government of Ontario would be further strengthening the structure of collective bargaining within the province". He suggested a typical clause that might be incorporated in the Ontario Labour Relations Act.

Mr. Waisglass told the Committee it was understood that it is a difficult matter to write into the laws of the province provisions that would compel bargaining in good faith but, "nonetheless they are essential to the whole process".

Turning to compulsory conciliation, Mr. Waisglass said that if it is to be retained, "the Department of Labour must assure an adequate supply of skilled conciliators to meet the demand and should enforce the statutory delay limits more strictly".

### American Newspaper Guild

The brief of the Toronto local of the American Newspaper Guild consisted of answers to the questionnaire sent out by the Committee prior to the opening of the hearings. It was presented by R. H. Buchanan, Executive Secretary of the Toronto Newspaper Guild.

The Guild thought that the requirement of a union membership amounting to 55 per cent of the bargaining unit for certification without a vote was reasonable but that the percentage required to gain the right to a vote should be reduced to 33½. In a vote, it believed that the majority of those voting rather than a majority of eligibles should determine the outcome.

It did not think separate bargaining units should be required for office or technical employees but such units should be permissible.

In decertification proceedings, the applicants should amount to 10 per cent of the unit, the Guild proposed.

The "no-strike" provisions of the Act should not apply to conditions that are not caused by the collective agreements; a union should be free to strike legally where the issue in dispute is not covered by the agreement and where the agreement does not provide for arbitration of such disputes.

Provision for the voluntary revocable check-off should be included in the Act; tighter forms of check-off should be a matter for bargaining, the Guild's brief said.



Time limits established in the Act for conciliation are reasonable but should be strictly enforced and conciliation board hearings should be open to the public, it was suggested.

Because the spread of organization will create a further heavy call for conciliation services, "steps must be taken to build up a body of competent men available for such assignments and the government should assist by encouraging courses in higher education to prepare men for such positions as a career," the Guild said.

### Others Who Appeared

Douglas Hamilton, Vice-President of the Toronto and District Trades and Labour Council, thought that the greatest fault in the Act lies in its administration; that there are too many lawyers dealing with its provisions; and that certification proceedings are far too difficult and decertification proceedings far too easy.

Asked by Mr. Goldberg if he felt the conciliation step in the Act should be eliminated, Mr. Hamilton said he thought not, since it is always useful to small unions and often helpful to the big ones.

Rev. W. E. Mann, Executive Secretary, Diocesan Council for Social Services, Church of England, speaking to the Committee on the proposal that churchmen might make good conciliation board chairmen, said the church might be encouraged to develop men whom they would train in economics and other necessary fields to fill jobs as conciliators and board chairmen. He thought the average churchman at present "could not qualify to fill the job" unless he received special training.

Mel Kerr, International Representative of the American Federation of Technical Engineers, told the Committee that his group, a small one, was particularly concerned with the provisions of the Act dealing with certification and decertification, and gave several examples of unhappy

experiences the group had encountered in trying to organize units. The Act should be reworded so that organization attempts could not be made to fail through acts of intimidation, he suggested.

S. A. Little, Director of Organization, National Union of Public Service Employees, put special emphasis on his group's dislike for the section of the Act that permits a municipality to declare that the Act shall not apply to it in its relations with its employees.

He told the Committee that municipal workers are subject to all the hardships but few of the benefits of the Act. He suggested deletion of the offending section, "thus allowing municipal employees of this province the same rights and privileges enjoyed by all other industrial and craft employees".

Other speakers heard by the Committee at Toronto were:—

Jack Kellythorne, International Representative, Building Service Employees International Union; S. E. Dinsdale, Chairman of Ontario Sub-section, Canadian Bar Association, and member of the Law Society of Upper Canada; Frank J. Barrett, Canadian Vice-President, International Brotherhood of Bookbinders; Bert Groves, President, Ontario Federation of Printing Trades Craftsmen; Purdy Churchill, Secretary-Treasurer, Ontario Federation of Printing Trades Craftsmen; Rev. E. H. Toye, Executive Secretary, Religion Labour Foundation; Rev. D. F. Summers, Secretary, Provincial Board of Directors, Religion Labour Foundation; Rev. S. B. Coles, Minister of Knox Presbyterian Church, Oshawa, and President, Oshawa Chapter, Religion Labour Foundation; Larry Ryan and George Hartwick, representing Oshawa Trades and Labour District Council; Ross Russell, Director of Organization for Canada, United Electrical, Radio and Machine Workers of America; and William Walsh, UE's Hamilton Area Representative.

### Cornwall Hearings

At the meeting of the Ontario Federation of Labour Committee on Labour Relations in Cornwall on June 27, briefs were presented by the Ottawa, Hull and District Labour Council and by the Textile Workers Union of America.

Those present at the meeting included Allan Schroeder, President of the Ottawa, Hull and District Labour Council; John Whitehouse, Education and Publicity Director, Textile Workers Union of America; Ralph Carrara, Chairman, Greater

Cornwall Joint Board, Textile Workers Union; Wilfred Oliver, Ralph McIntie, and President George Harrop of the Cornwall Trades and Labour Council.

### Ottawa, Hull and District Council

The brief submitted by the Ottawa, Hull and District Labour Council, read by Allan Schroeder, President, took the form of a reply to the questionnaire circulated by the Committee.

Recommendations made in the brief included the following:—

Present requirements of the Act calling for not less than 45 per cent of the employees in the bargaining unit to be union members before a certification vote will be taken should be changed to 25 per cent. Certification should be granted without a vote if 50 per cent are members.

Both office employees and technical employees should be able to belong to the same local union, with separate bargaining units, or separate contract provisions, to cover particular conditions.

The "bargaining in good faith" provision of the Act is not strong enough, and has been ineffective. The Act should define such expressions as "good faith" and "reasonable effort". At present the Board seems to interpret them to mean that if the employer meets the union and says "No" to every proposal he has done what he is required to do.

Besides requiring the parties to meet within 15 days after the giving of notice by either party, it might be well that they should be obliged to meet a certain number of times within the 35-day period which must elapse from the giving of notice until conciliation services can be applied for, unless both parties agree otherwise.

Section 53 of the Act, which prohibits the altering of wages or other terms of employment during negotiations without the consent of the other party, should be strengthened, clarified and enforced.

Compulsory check-off should be provided for in the Act, and also union shop after a certain percentage of the employees have voted in favour of it.

Conciliation should be prompt and compulsory at the conciliation officer stage, and there should be no conciliation board unless both parties ask for it.

Conciliation officers should be given more prestige by being adequately paid, and by being required to undergo special training. The position should be raised to professional status, with the same standards of fairness, impartiality and justice required as those expected of judges.

Conciliation boards might be useful in some cases, but their effectiveness would be almost directly proportional to the calibre and qualifications of the chairman.

Setting up of a panel of chairmen, with the idea of developing a profession, might be considered.

An officer or board should conciliate only, and should not report "findings and recommendations" to the Minister, unless asked to arbitrate.

The Act should provide for the conversion of a conciliation board into an arbitration board, if both parties were willing.

The union should have a choice of arbitration or a strike on such matters as speed-up or production standards.

Capable and qualified arbitrators should be developed in the same way a conciliators. An alternative would be to try to retain a single arbitrator for the life of the agreement, which would give him a chance to become familiar with the working conditions he might be asked to rule on.

The company should be required to implement an award within some definite period, and there should be no appeal to the courts.

The unfair practices provisions of the Act should be defined in the same way as in the Saskatchewan Trade Union Act.

In this case, partly owing to the question-and-answer form of the brief, a good deal of discussion was interjected during its reading.

On the question of "good faith" the chairman pointed out the difficulty of precise definition, and this led to a discussion of what constituted good faith. Most agreed that an unwillingness to budge on either side was inconsistent with bargaining in good faith.

Mr. Schroeder thought that if the union submitted proposals the company should at least submit counter-proposals, and not simply content itself with rejecting the union's submissions. This would at any rate keep discussion open.

The chairman asked what was thought of a suggestion that the parties should be obliged to meet at least five times during the required five weeks of bargaining before conciliation services could be applied for. Most present seemed to favour this.

Henry Rhodes mentioned a case in which a company representative had argued that the obligation on the company to bargain in good faith ceased seven days after the conciliation board had rendered its report. He asked whether the requirement to bargain in good faith really ended at any stage. There was considerable discussion on this question, but no definite conclusion was reached.

The question of how conciliation officers or conciliation board chairmen could be developed was discussed. Several thought that it was not necessary for such men to understand the particular industry they were dealing with, but that they needed to be men of the right type who were willing to work hard to bring about an agreement between the parties.

Several were of the opinion that if a conciliation board failed to effect a settlement it should simply report failure instead of making recommendations.

### Textile Workers Union of America

"It is our considered opinion that conciliation, that is an effort to effect a voluntary settlement, is in practice confined to the conciliation officer; this principle is relegated to a position of secondary importance by conciliation boards," said the Textile Workers Union of America in its brief.

The union said further that the usefulness of conciliation board reports was "highly debatable". It cited two cases in which a conciliation board report and its sequel raised "serious doubts concerning not only the boards' conciliatory function, but also their more dubious function as 'fact-finding' bodies".

In many instances within its experience, the union claimed, "the board recommendations drove the negotiating parties farther apart, and paved the way for strikes". In other cases, the brief alleged, the board's proceedings had had the effect of obstructing negotiation.

The primary function of a conciliation board is not to present an imposing report, the union said, but rather to try to bring about a settlement; and any move that would help to induce boards to act in this way "would re-establish 'conciliation' as a primary function of the boards."

The brief was critical of "the category of personnel utilized as board chairmen", and it "deplored the lengthy and cumbersome procedure" set out in the Act which caused "frustrating and unwarranted delays".

It was also alleged that boards often deliberately caused delay in order to prevent or postpone strikes. Such delays weakened the union economically and were liable to create bitterness and frustration that led to wildcat strikes.

Amendments to the Act were urged to remove the loopholes that gave opportunities for procrastination.

The difficulty of obtaining competent chairmen for conciliation boards applied just as much to arbitration boards, the brief said. The weaknesses of legal men as board chairmen were pointed out and the need for men who had had training and experience in industrial and human relations was emphasized.

The brief mentioned a resolution passed at the last biennial Canadian conference of the union which had urged the establishment of a Canadian Arbitration Association in order to develop a competent panel of arbitration board chairmen.

The union complained that some employers were taking advantage of the union's legal inability to strike in arbitration cases to refuse to abide by arbitration awards. An appeal by union or company usually results in the arbitration board award being quashed by the courts, the brief stated, yet under the Act the union could not strike.

The union demanded that arbitration awards be made final and binding on companies during the life of an agreement or that the Act be amended to give back to labour the right to strike at any time.

The brief demanded the amendment of the Act to protect the rights of employees in case of the re-incorporation of a company. It also asked for amendments to the provisions of the Act regarding the certification of unions, and in particular urged that in a certification vote the required majority in favour should be 50 per cent of those voting, instead of 50 per cent of all eligible to vote as at present.

The procedure adopted by the Labour Relations Board with regard to intervention was complained of. Whereas a petition for intervention against a union, signed by a group of employees, was entertained by the Board, the brief stated, a union was obliged to present formal evidence of membership in the shape of signed and countersigned union cards, accompanied by the payment of at least a dollar, for at least 45 per cent of the bargaining unit, before a vote was granted.

The union asked for the elimination of the section of the Act that allows municipalities to exclude their employees from the operation of the Act.

Finally, the brief said: "It is deplorable that Ontario should lag behind six other provinces with respect to legislation providing for the check-off."

The Textile Workers' brief was read by John Whitehouse, Education and Publicity Director of the union. After the reading was finished, in reply to questions by the committee, Mr. Whitehouse expressed his opinion on a number of matters.

The suitability of present time limits in conciliation board procedure depended mainly on what use the board made of the time, he thought. If the time was used to good advantage the board should not be unduly pushed. He thought that the chief cause of complaints was not so much the delays as the attitude and methods of the boards.

With reference to the textile industry, he thought conciliation board chairmen were sometimes loath to recommend wage



increases because they feared that they might be held responsible if a mill later shut down. They were prone to consider themselves as "the saviours of the industry," even in cases where the company could well afford to pay.

He said that judges were qualified to interpret an agreement, but were not well qualified to decide practical matters outside the agreement, such as questions regarding work loads. Judges were not well qualified to act as conciliation board chairmen.

The government should sponsor some kind of adult colleges where training in labour relations could be given, Mr. Whitehouse said. But he added that labour should itself take a hand in furthering the scheme.

He agreed with the opinion which had been expressed earlier by Allan Schroeder that conciliation board reports were not usually much use to labour, except sometimes where it might help union or company to save face.

He felt that the handing down of a report was not the proper function of a conciliation board; that when a report had to be made the board was inclined to concentrate on the report rather than on getting a settlement. He said that reports were little help to labour even in their

effect on public opinion. His experience was that the union's ability to gain its ends depended on its bargaining strength. The companies cared little for public opinion, but were influenced only by their estimate of the strength of the union's bargaining position.

The main cause of delays by conciliation boards undoubtedly lay with the members of the boards themselves, Mr. Whitehouse said. It was often difficult for the three members of a board to get together at a meeting, such men being usually busy people who had a number of other engagements.

Several of those present agreed that settlements should be retroactive to the expiration date of the agreement; or, in the case of newly certified unions, to the date of certification. It was thought that this would spur employers to get on with negotiations.

The chairman mentioned a suggestion that he had heard that conciliation boards should be made up by the Minister from lists of nominees submitted by labour and management, of persons to act as chairmen, labour representatives and management representatives. From such lists permanent panels would be made up, with the same three men remaining together on each board.

## Peterborough Hearings

### United Packinghouse Workers

The difficulty of bargaining on a country-wide basis for plants situated in almost every province of Canada, each plant being under provincial labour jurisdiction, was the subject of the submission of the United Packinghouse Workers at the Peterborough meeting of the Committee.

Bargaining on a national basis with the "Big Three" packers, Canada Packers, Burns, and Swift Canadian, first began in 1944 under the War Measures Act of the federal Government, the union said. When in 1947 full jurisdiction over labour in the industry was returned to the provinces, the union, it was stated, found itself in a "most untenable situation" in that while it was bargaining on a national scale it had recourse to no single government authority which could assist in bringing about a settlement.

In an attempt to remedy this situation provision for mediation of disputes before a strike vote was taken had been incorporated in the agreements with two of the "Big Three" companies, the brief said. The

success of this arrangement, however, had not yet been tested. The third company had consistently opposed any form of intervention.

In 1954 the two companies had co-operated with the union in trying to get one conciliation board set up. This had been done by using the Ontario Act as a basis. The attempt had been only partially successful, because two provinces had refused to co-operate, as had one of the companies. A drawback to this plan, it was pointed out, is that it requires the full co-operation of the companies, and when negotiations break down such co-operation is not usually forthcoming.

"We believe the Ontario Act should provide for transferring its powers to the federal Government in such cases," the brief said. "On the whole the present legal system of provincial arbitration and conciliation is incompatible with constructive bargaining on a national scale."

At present, the union said, the companies are under no pressure to make concessions to reach an agreement because they know

that the union cannot legally use its economic strength and cannot comply with the provincial laws without seriously jeopardizing its bargaining position.

The union admitted that there were constitutional difficulties to a solution of the question, but it said that some of the provinces had already included in their labour acts provisions for dealing with this type of dispute, and it believed that the federal and provincial governments together could work out a practical arrangement which would prevent work stoppages without shackling the employees in the industry.

In discussion after the reading of the submission it was suggested that the provincial acts should be modified to allow the jurisdiction of the province in which negotiations were taking place to apply in each case.

### **Peterborough Labour Council**

The Labour Relations Act should be amended to provide that if more than 50 per cent of the votes cast in a representation vote were in favour of a union the Board should be required to certify the union as bargaining agent, Peterborough Labour Council's brief stated.

Referring to the need for definition of the phrases "bargaining in good faith" and "reasonable effort" the brief suggested two points:—

"Refusal to meet the union and seek agreement after certification should be deemed not to be 'bargaining in good faith' and should be the subject of disciplinary action by the Board.

"If persons representing employers in negotiations make commitments on their behalf, such commitments shall be binding on the company, and not subject to subsequent repudiation on the grounds that their representative is no longer employed by them or was not vested with power to enter into such agreement."

The conciliation of industrial disputes requires special training and understanding, the union said, and it "cannot be adequately handled as a side-line of any other profession". It urged provincial governments and universities to consider the question of providing special training for such work.

Concern was expressed at the long delays which often occurred during the conciliation procedure.

The Council thought that the Act should be amended to place the granting of conciliation services in the hands of a designated official of the Department of Labour, that all reference to a conciliation board should be removed from the Act, and that the powers now held by conciliation boards should be given conciliation officers.

It also said that the government would strengthen the conciliation services if it took means to attract well-qualified persons in sufficient numbers.

The rates of remuneration for chairmen and members of arbitration boards should be fixed by the Act, the brief suggested. To obviate the delays caused by the absence of appointed members, the Act should provide for substitute members, it was also suggested.

The Council complained of the growing tendency of some companies to disregard the findings of an arbitrator appointed under the Act. Such employers were taking advantage of strikes being outlawed under the Act for the duration of an agreement. If this practice could not be stopped, the brief said, the unions should be given back the right to strike during the term of the agreement.

Another complaint was that the Minister of Labour was apparently making it his policy under no conditions to issue orders implementing the recommendations of commissioners appointed under the Act. In several recent instances, it was asserted, where dismissed employees had been ordered to be reinstated, the Minister had neglected or refused to issue the necessary orders.

Provision should be made in the Act, the brief said, for transfer of a union's bargaining rights in case of a merger. Provision should also be made to protect the employees' seniority and other rights when a change in the corporate entity of a company took place.

The Council protested against "the growing disregard of Section 69 of the Act, wherein decisions, directions, orders, declarations or rulings of the Board are stated to be without question or review in any court. The terms of this section must be observed and responsibility for upholding it should rest with the Labour Relations Board."

The brief drew attention to "the inequities" resulting from Section 78, which allows a municipality to remove its employees from the authority of the Act.

Finally the Council complained of "the ease with which a union can be decertified compared with the difficulty a union has in proving its union membership." It suggested that "the conditions for intervention or decertification should be made similar to those required in certification," and that a round-robin petition should be accepted as evidence of support in the same way as it was accepted as evidence of opposition.

## Rev. Gilbert Smith

Rev. Gilbert Smith, Religion Labour Foundation, gave his opinion on some questions put to him by the Committee. When asked whether he thought that members of the clergy would be suitable to act as conciliation board chairmen, he said that certainly not all clergymen were suitable. Generally speaking they were not the best type of men for the work. In many cases they would be inclined to reflect the views held by their congregations.

## Kingston Hearings

Of the three briefs submitted at the Kingston hearings June 28, two were by professors from Queen's University and the third by the Kingston Labour Council (CCL).

### Prof. J. C. Cameron

Prof. J. C. Cameron, professor of industrial relations at the University, submitted a written brief; he was not present at the hearings.

In it he dealt with government-supervised strike votes, decertification, compulsory arbitration and the conciliation procedure.

"The adoption of government-supervised strike votes would not improve matters," Prof. Cameron stated in his brief. "I am afraid that it might hasten the advent of government-supervised votes on other collective bargaining issues. This might undermine rather than improve employer-employee relations."

He believed that "there is little ground for the use of compulsory arbitration as anything other than an emergency device".

Prof. Cameron thought there was too much talk about a "lengthy conciliation process"; that many of the complaints about long periods of bargaining should not be taken too seriously; and that many of the troubles can be corrected by the parties themselves.

### Prof. C. H. Curtis

A reminder that the Ontario Labour Relations Act affects several groups with diverse interests was given in the opening remarks of Prof. C. H. Curtis, assistant professor of industrial relations at Queen's. Therefore, he added, it is likely to be subjected to continuous criticism by the various groups interested in it.

"If any group is to succeed in amending the statute effectively, that group must establish that its amendments serve some-

Mr. Smith agreed that all settlements should be made retroactive to the termination date of the agreement. He thought that Canada was showing herself politically immature in having separate labour jurisdiction in each province. Labour matters should all be under federal jurisdiction, he contended.

With reference to the Packinghouse Workers' submission, he said that master agreements are absolutely essential in many industries and that legislation should be amended accordingly.

thing more than its own particular interests," he then declared. To be enforceable, they must have "the sanction of a sufficiently broad element of public opinion," he pointed out. "No significant changes can be made in the Act without first convincing the public that such changes are desirable."

Prof. Curtis gave a brief summary of the provisions of the Act and at its conclusion said: "Although the Act enjoins all to observe its terms and declares non-observance an offence, there is no authority empowered to undertake the prosecution of an offender."

He believed that trade unions had benefited from the provisions of the Act that provide for certification, as they now gain recognition by a process much less difficult and costly than the organizational strike.

The public, too, has gained because "the elimination of organizational strikes is generally a good thing".

Many employers, however, "no doubt feel that the statutory requirement that they deal with a certified union is a serious infringement of their rights to run their own businesses," Prof. Curtis said.

The effect of the restriction of strikes and lockouts and the requirement to conciliate is more difficult to appraise, Prof. Curtis said. The fact that conciliation is in the offing undoubtedly affects the approach of the parties to negotiations. And, he declared, conciliation does impose delays on unions and employers which neither of them is particularly anxious to have.

While he was unable to reach a conclusion on the net effect of conciliation on unions and employers, he was certain that "the provisions of the Act are sufficiently broad and their administration sufficiently flexible to enable the parties involved to



exercise a good deal of control over the nature and over the duration of the process and, so, over the effects of the process.

"Thus, the 'defects' in the system are, to some extent, made by the parties themselves and the remedies are, to some extent, in their own hands," he said.

It is open to either party to prolong or expedite the time taken by the proceedings, he pointed out in explanation. Manoeuvres made by either party to prolong or expedite proceedings are not "crimes" but examples of the flexibility of the process, Prof. Curtis declared.

"I do not think that either unions or employers would gain anything by introducing into the statute strict and specific provisions that would speed up conciliation if those provisions destroyed the flexibility of the process," he said.

Delays in the conciliation procedure that cannot be attributed to the parties themselves and that do not serve their purposes should, he thought, be minimized. The appointment of a single conciliator rather than a board was one of the ways he suggested for shortening the process. But, he warned, "the fact that the single conciliator would have no colleagues to consult would necessitate the exercise of great care in selecting him."

In answer to later questioning by the Committee, Prof. Curtis said he thought the ideal would be a single conciliator assisted by a technical adviser nominated by each party. The conciliator could listen to the expert advice of the two advisers and then reach a decision; he would not have to be an expert himself.

Prof. Curtis made one further suggestion in his brief: that those who act as chairmen of conciliation boards be brought together from time to time to discuss the procedures followed and the objectives sought. "I think chairmen would develop better procedures and practices and generally understand their functions better if they had the opportunity to exchange views among themselves," he explained.

In the discussion that followed the reading of his brief, Prof. Curtis said he believed that access to the courts should not be closed because it prevented "bad awards," a bad thing for both sides. To a suggestion that enforcement authority be given to the Labour Relations Board, he replied that enforcement was the duty of the courts. "Why bring the Board into what is primarily a private affair," he asked, citing as an example an arbitration award for reinstatement of a dismissed employee.

## Kingston Labour Council

While the Ontario Labour Relations Act has succeeded in some instances in smoothing the way for management and labour, in other important matters it fails completely. This was the statement made in the brief submitted to the Committee by the Kingston Labour Council (CCL). It was presented by Dwight M. Storey, Council Secretary.

One place where the Act has failed, the brief declared, is in the matter of union security. "It is not enough for the Act to grant recognition to a union," it stated. "Real recognition comes only when proper union security is accepted by management." The brief then recommended:

The Kingston Labour Council believes that the Act should be amended to provide that where a majority of the workers in a bargaining unit decide by a secret ballot vote, conducted by the Ontario Labour Relations Board, that they want union security, then it should be compulsory for all workers to become members of the union and authorize dues deduction, so long as the union is the legal, certified bargaining agent.

The Kingston Council also believed that the Act does a "serious disservice" to both management and labour where long-term contracts are concerned by providing that conciliation services are not to be granted and that strikes and lockouts are to be prohibited during the life of a collective agreement. The Council predicted an increase in the number of long-term agreements with open-end wage clauses. Therefore, the Council contended, "the Act should be amended to provide that conciliation services may be used in long-term contracts, and the right to strike guaranteed, concerning monetary matters" in those contracts.

Criticizing the delays that occur in the conciliation process, the Council asserted that conciliation, to be effective, should not create additional issues between the parties but should conciliate the differences "in a speedy and forthright manner". The brief then suggested amendments to provide:

1. an optional system of conciliation in all disputes;
2. a system that clearly sets out minimum time limits for the procedure, with the right to strike when the time limits have expired, regardless of whether or not a conciliation report has been received;
3. for the exemption from conciliation of industries where the operation is of short duration, for example construction industry; exemption from provincial statutes of industries where national negotiations are practical or desirable;

4. a government program of training personnel from all walks of life to act as conciliation officers and board chairman;

5. a policy that all settlements be retro-active to the expiry date of the previous agreement.

The Council also recommended that when corporations merge, the new entity should be required to assume the collective bargaining responsibilities of the old just as it assumes other responsibilities.

## Other Centres

At St. Catharines the Committee heard a brief prepared by the Peninsula Labour Council, urging that the Act be amended so that it would outlay company unions, and make it more difficult for employers to obstruct union attempts to organize a plant.

Frank Hutnik, of the Carpenters' Union at Windsor, told the Committee he did not think the Labour Relations Board should make available to an employer results of a vote on certification, while James Dowell, Vice-President of Local 195, UAW, suggested that the Ontario board "obviously is of the opinion that organized labour is a detriment to society in the province".

The Hamilton and District Labour Council proposed that regional conciliation offices be organized and that conciliation officers be stationed in industrial centres throughout the province to cut down delays in conciliation procedures.

Conciliation officers could also investigate complaints of discharges due to union activities and take evidence of union

membership for certifications. The assistance to new bargaining units would be particularly helpful to the building trades, who are rarely on one construction job long enough to negotiate a contract with the present procedure.

The Hamilton Building Trades Council, at the same hearing, requested the withdrawal of the building trades from the Ontario Labour Relations Act because of the certification and conciliation delays. Often, when an agreement is obtained following such procedure, the company sublets unfinished work to a non-union contractor.

Since conciliation is the responsibility of the Ontario Labour Relations Board, conciliation officers should be directly responsible to it, the labour council asserted. At present, officers are responsible to the Department of Labour.

The recruitment and training of chairmen of conciliation boards as members of the provincial civil service was also proposed by the labour council.

---

# CMA's 85<sup>th</sup> Annual Meeting--II

Four speakers participate on each of two panels, on health insurance and on grievances arising under collective agreements. The Rt. Hon. Vincent Massey, Governor General, is guest speaker at annual dinner

The last two panel discussions of the three that made up the Employer-Employee Relations Conference at the 85th annual meeting of the Canadian Manufacturers' Association were on health insurance and grievances arising under collective agree-

ments. Four speakers participated on each panel.

Addresses given during the first panel discussion, on the guaranteed annual wage, were summarized in last month's issue (page 814).

## Health Insurance

### Dr. George F. Davidson

"Health Insurance in Relation to Our National Social Security System" was the title of the address by Dr. George F. Davidson, Deputy Minister of Welfare. Pointing out that the title was one he did

not suggest himself, he said it seemed to assume that we have in Canada a national social security system.

There are some who might be inclined to argue about such an assumption, taking the view that what we have is not a "system" at all but a conglomeration of programs; some introduced under federal auspices, some

under provincial; some applicable in all parts of Canada, some operative only in a limited number of provinces....

Whether or not this all adds up at this stage of our development to what can properly be labelled a national social security system, Dr. Davidson was not prepared to argue; but the total aggregate of measures and programs, he said, reflects the stages of time and changing attitudes and social security concepts through which we have passed.

The reason why the separate programs, such as mothers' allowances, unemployment insurance, family allowances, old age security, to mention only a few, are different in kind and based on different sets of principles is that they were introduced by different governments, at different jurisdictional levels, at different stages of time, and when the prevailing economic and social climates were greatly different.

Accordingly, health insurance, if and when it comes, will to a considerable degree reflect in its form and substance, its underlying philosophy and its financing, the social security concepts prevailing at the time the program comes into actual operation, said Dr. Davidson.

Obviously, one of the governing factors in relating any health insurance program to our national network of social security measures, Dr. Davidson noted, is the constitutional problem. This requires that health insurance be a matter of provincial jurisdiction and administration.

The reports of the Rowell-Sirois Commission, the Marsh Report, the Green Book Proposals of 1945 may in one case or another have advocated transfer of responsibility for unemployment insurance, old age insurance or some of the other social insurance programs to the federal Government; but in all these reports, and in all other reports and studies carried out by either federal or provincial governments in Canada, there has been unanimous agreement and, in fact, insistence that health insurance, whatever the ultimate disposition of the other insurance programs, remain with the provincial governments.

While under our constitution health insurance is a matter for the provinces and there is almost complete unanimity that it should remain so, it does not follow, said Dr. Davidson, that there is no national or federal interest or responsibility in the matter. The problem is to determine the proper nature and extent of that interest and responsibility, "the channels through which it can best be expressed, the proper timing and phasing or staging of the program, and the limits within which it has a responsibility for providing both financial assistance and technical guidance, leadership and consultation to the provinces".

With these considerations in mind, the federal Government, said Dr. Davidson, has consistently taken the position that the initiative and the responsibility for determining a course of action with respect to health insurance in any province must remain with that province. "Each province must decide for itself, in the light of its own position and resources, if it wants health insurance or if it does not."

If, said Dr. Davidson, only one or two provinces want it, then, according to the federal Government, it cannot be regarded as a matter of nation-wide interest. "You cannot justify taxing all the people of Canada to assist the people of only one or two provinces in meeting the costs of their health care."

On the other hand, where a majority of the provinces, representing a majority of the people, indicate their desire or readiness to go ahead with health insurance, or some agreed phases of it, there would be fairly general agreement, Dr. Davidson thought, that in such circumstances the national interest is involved and that the federal authority has some responsibility to assist the provinces, "within prudent and reasonable limits, to achieve the objectives in the health insurance field which they have set for themselves".

This, he said, was the position taken by the federal Government when it met with the provincial governments at the conference of October 1955.

One other basic factor in the federal Government's position that should be mentioned, Dr. Davidson added, is that health insurance, as and when it comes to be adopted by the provinces, should be implemented in stages.

It has recognized the dangers and particularly the administrative difficulties of any attempt to act precipitately, to aim too high, to move too fast or too far, or to attempt to introduce health insurance on a holsbolus basis. It has been conscious of the difficulties which attended such an undertaking in the United Kingdom, to mention only one example; and there, the difficulties of attempting too much at one time developed despite the fact that the United Kingdom had had in operation a nation-wide system of health insurance for its wage-earners extending back over more than 25 years.

Dr. Davidson concluded with a summary of the federal Government's proposal to the provinces as presented to the conference of the provincial Ministers last January and later outlined by the Minister to the House of Commons Committee on Estimates on March 15, 1956.



The limitation of the proposal to the area of hospital insurance and diagnostic services should be noted, he said, as reflecting the judgment of both federal and provincial governments that health insurance in Canada can best be implemented by stages and that these are the stages where it is now most likely to be feasible.

### J. C. Broatch

When speaking of health insurance it is important to make sure that we are all talking about the same thing, J. C. Broatch, Manager, Industrial Relations and Personnel Department, Canadian Fishing Company, Limited, Vancouver, said. "Hospitalization and medical insurance can be, and should be, kept separate, because they are two separate things," he pointed out.

Speaking on "Experience under the British Columbia Health Insurance Scheme," Mr. Broatch first gave some details of the plan.

Every person who has been a resident of British Columbia for one year is entitled to receive hospitalization under the provincial hospitalization insurance scheme. Originally, the scheme required fixed contributions by the residents of the province, but this proved unsatisfactory since a large percentage of the population refused to pay premiums. In April 1954, the premiums were discontinued and were replaced by an increase in the provincial government's sales tax from 3 per cent to 5 per cent.

The benefits provided by the scheme are very complete. In general, all costs incidental to hospitalization, except doctors' bills, are covered. Room and board, drugs, special diets, X-rays, laboratory costs and the like, are all provided. The difference between the ward room rate and the semi-private and private room rates is not covered, and bedside telephones and other "luxuries" are not covered. There is no limit to the number of days' stay in the hospital, except that once a patient has been defined as a "chronic" case, he ceases to be covered.

There is a "co-insurance" charge of a dollar a day, which must be paid by the patient for each day's stay in the hospital.

The scheme, said Mr. Broatch, makes it unnecessary for an employer to provide any type of hospitalization benefits for his employees in the province of British Columbia.

Hospitals in Canada have always been requesting and receiving government money, Mr. Broatch said, so it would seem inevitable that governments should get into the hospital business. In British Columbia, he said, the scheme has been well received and, now that it is established, "it could not be taken away from the people of the province".

But this does not mean that there was not a great deal of discontent and a great deal of unnecessary furor and adjustment required in order to achieve the plan we now have. Faulty administration hampered the program initially. Those in control ignored industry, ignored the employer, and had the attitude that because it was compulsory people had to pay. The people did not pay. Thus the need for the sales tax. Those in authority did not realize that the mechanics of the accounting system had to be sold. They ignored the experience and personnel of the voluntary plans which were already set up and they did not take into account that many thousands of people would have been happy to continue with their own plans which had the costs shared voluntarily by industry and the worker.

Mr. Broatch said he could not stress too strongly the need for relating services and facilities to cost and the need of an experience rating system. You cannot make people realize by lecturing that as they use the service so will the costs be reflected; the most effective means is through the pocketbook.

In order to get results, a hospitalization plan needs to be localized to effect individual pocketbooks, or at least a small individual group, so that the social pressure of the group keeps the cost in line. The element of competition is also necessary in order to create efficiency and pride of achievement. Voluntary contribution and effort is lost when a local hospital loses its identity.

Passing on, then, to medical insurance, Mr. Broatch described the Medical Services Association plan in operation in British Columbia.

The plan, a non-profit, prepaid one, was started 15 years ago when a group of doctors put up the initial funds to underwrite it. More than 325,000 persons are covered, he said, which, along with other insurance carriers, means that 50 per cent of the people in British Columbia are covered for medical insurance. The plan is a partnership between industry, workers and doctors, each having representation on the board of directors.

It is the accepted thing in industry, with the cost shared between the employer and employee. The contract, which is signed with the employer, is geared to industry and labour agreements, with trustee plans which cover the whole industry where desirable. There is an experience rating formula which sets up the plan on a cost basis with adequate reserves. This, plus reasonable administrative expenses, has enabled the plan to attain the strength which it now has. It is a service contract which provides complete service, with free choice of doctor. The doctor is paid the going rate, which eliminates the possibility of the subscriber receiving sub-standard care. Transfer agreements are in effect with other plans in Canada and the United States whereby individual participants in the plan may be taken care of

without loss of coverage when they change their place of residence. Extended health benefits are available for the groups which desire them.

He had described the Medical Services Association plan, Mr. Broatch said, because it should be understood that agencies are already established which are doing a more than adequate job of providing health insurance. "Labour, industry and the workers themselves, not to mention the doctors, would resist any attempt to remove this plan, which is their own creation. These agencies should be encouraged and coverage through them could be extended to all who desire it, by the government taking the place of industry as the signator to the contract when there is not an employer available."

He expressed fear of "the creeping socialism" inherent in a compulsory plan. We have already accepted some socialization of medical care, such as in the case of tuberculosis, the insane and the veteran. "What is important, and where the danger lies, is the extent to which socialization goes and this means: Where do we stop?"

He was not, he said, saying that government should not be interested in the welfare of the people but he thought there is much to be done in the way of research into the cause and cure of many illnesses, such as cancer, heart and mental illnesses. "Is this not the field in which the government could do the most? This, coupled with the assistance to and the co-ordination of the voluntary prepaid plans in each province, would supply the answer to one of the most vital problems before the Canadian people today," he concluded.

### Col. W. Wallace Goforth

Like most Canadian citizens and economists, said Col. W. Wallace Goforth,\* of Gilbert Jackson and Associates, Toronto, he believed governments have a vital role to play in public health and hospitalization. "The question before us, however, is whether or not a general compulsory hospitalization scheme is desirable on economic and social grounds."

The question is crucially applicable to Ontario, he stated, "for without this province's participation the general scheme will not proceed".

Today 3,750,000 persons in Ontario, about 70 per cent, are covered by some form of private, group, industrial or co-operative health insurance scheme. This raises several vexed questions, both for governments and industrial management, he said. "With a

70 per cent population coverage, which in most respects gives better coverage for individuals, is it politically wise or expedient to proceed with a compulsory, universal scheme at all?" he asked. For one thing, it would involve complicated renegotiation of industrial contracts, some jointly contributory and others paid for by the employer alone.

Another problem concerns a vital feature just appearing in industrial contracts, underwritten by insurance companies, that of coverage against the family sickness "catastrophe," Col. Goforth pointed out. One such recent contract, he said, provides catastrophe coverage up to \$5,000 per family. While the present federal-provincial plans provide for standard ward care for the whole duration of an illness, it would meet only part of the catastrophic problem created by a lengthy illness; hospital costs over and above standard ward care rates, together with medical and surgical expenses, would still be a very real problem.

Referring to the "cumulative tax burden" as mainly one of defence and health and welfare, he said no one will question either the wisdom of our high peacetime defence expenditures or most of what is now spent on health and welfare. "What we can question seriously is the wisdom of adding further to the public welfare and health cost load we already carry."

Are we warranted in going well over half-way towards state medicine in view of the cost involved, Col. Goforth asked. Will it give as much value received in terms of national health as would a much more moderate program of expanded supplemental health service by governments. These he listed as:

1. A government-sponsored plan of health and hospital insurance for the older age groups.
2. An expanded system of public health clinics concentrating mainly on preventive medicine.
3. Moderately increased scales of subsidy to indigent out-patients and in-patient services of existing hospitals, including tuberculosis and mental as well as the general hospitals.
4. Special subsidies for expanding medical and particularly dental schools in Canadian universities.
5. New personal income tax exemptions to cover at least part of the medical catastrophic problem.

Finally, said Col. Goforth, there is the unanswered question as to the relative quality of health and hospital services under a compulsory public insurance scheme.

\*Col. Goforth died in Toronto on July 6.

## Prof. Malcolm Taylor

Speaking on "Health Insurance in Perspective," Prof. Malcolm G. Taylor, of the University of Toronto, stated that in 1954, excluding British Columbia and Saskatchewan, where government plans are in operation, less than half the people of Canada had protection against the cost of hospital care. What is even more alarming, he said, is that the annual rate of increase in enrolment is so small. In that year it was only one per cent.

For surgical expenses, 65 per cent were unprotected, Prof. Taylor continued, and 75 per cent had no protection against medical bills.

As everyone with experience in the field of insurance will testify, the easiest part of the task has been accomplished—the insuring of people through pre-formed groups, the most notable being the employee group, he said.

To insure the remainder of the population is incomparably more difficult. It is for this reason that, in attempting to place the issue of national health insurance in perspective, I must ask you to raise your sights from the general title of this symposium, "Showing the Way in Labour Relations," and consider that the need for an administrative mechanism for financing the costs of sickness goes far beyond the boundaries of employer-employee relations.

Every individual, from birth to death, is subject to unpredictable need for medical care, said Prof. Taylor. While the achievements of medical and hospital care have progressed immensely, the costs of such services have increased commensurately, with the result that only a small proportion of Canada's citizens can, without the device of insurance, meet the costs of a serious illness.

The situation whereby only half the population outside Saskatchewan and British Columbia has protection has developed chiefly, Prof. Taylor said, from four factors: (1) a serious financial problem that needed to be solved for everyone; (2) astute merchandising by prepayment plans and insurance companies of a desirable product on a group basis; (3) pressure by unions; and (4) enlightened employer participation.

Of these, Prof. Taylor noted, pressure by unions is probably the most important. But, he added, one possible criticism of the labour movement in Canada is that "in seeking to solve for their own members an economic problem that is common to all

Canadians, they have pursued a solution that ignores the legitimate needs of their fellow citizens".

As a matter of fact, if we take into account the developing pattern in which the cost of the employee's health insurance is paid in part or in full by the employer and passed on to the consumer, we are arriving at a situation whereby the uninsured not only have no protection for themselves but are forced to help pay for the health insurance of those who do have it.

Mentioned as a further inequity by Prof. Taylor is that under the provisions of the Income Tax Act premium payments for health insurance are not allowable as deductions when paid by an individual but are allowed as deductions from corporation income tax when paid on the employee's behalf by his employer. This, said Prof. Taylor, has the effect of a government subsidy and, again, for a favoured group.

"The independent individual, like the self-employed and the farmer, is the forgotten man in the field of health insurance," he declared.

Discussing the costs of a national hospital insurance program, the net additional cost to the Canadian people would be only the increases resulting from the additional services received by those needing hospitalization but who are not now receiving it, and from higher costs resulting from an improved standard of service, Prof. Taylor said. "Moreover, in appraising costs, let us not forget that society bears the costs of sickness whether people are insured or not."

Prof. Taylor was of the view that there is need for broader coverage.

The present pattern of insurance coverage places a heavy premium on getting into hospital, because so many more people have hospital benefits than have medical or other benefits. As a result we have created an artificial demand for the most expensive type of health care—the active treatment general hospital. People who could get laboratory and radiology tests in doctors' offices or outpatients' departments, patients who are convalescing, patients who should be in chronic care facilities, or patients who could be cared for at home are thronging our general hospitals, simply because this is the one part of the health care package that is most frequently insured.

It is unfortunate, said Prof. Taylor, that the federal proposals do not include a home-care program. "As leaders of the community, you can make a great contribution by stressing the importance of a broader approach to insurance benefits and by spear-heading the provision of auxiliary facilities," he suggested.



## Grievances Arising under Labour Contracts

### Douglas R. Brown

"The grievance procedure clause is not usually considered as one of the attention-getters as compared with the seniority or wage rate clauses," said Douglas R. Brown, of Canadian General Electric Company Limited, Peterborough, Ont. Mr. Brown was discussing "Drafting Grievance Procedure Clause and Prearbitration Handling of Grievances by Management".

It is, however, in many respects one of the most important clauses in the agreement, he said, because "what we do with a grievance can build employee confidence or can lead us into increasing trouble".

The basic point in regard to drafting a grievance procedure, he said, can be expressed as: "provide for the *bona fide* use but protect against the abuse". To fulfil this basic point, the specific wording of a grievance procedure clause should provide for:—

1. A discussion between the employee and the first line supervisor.
2. Participation of the steward when requested by the employee.

Mr. Brown cautioned against inclusion of any provision attempting to define what is or what may be made the subject of a grievance. This, he said, should not be confused with defining the necessary restrictions on arbitration. Grievance procedure and arbitration, while related, are definitely two different things and in many cases should have different approaches. "The action taken under a grievance procedure by management is on a basis of management's own decision; in arbitration, matters are being submitted to a third party," he explained.

Speaking then on the attitude of management, Mr. Brown reminded his listeners that, while the words of the clause are important, they are but a means to an end and not the end itself. "The way management representatives conduct themselves and the purpose for which they strive determine the gain or loss in the handling of grievances."

In the processing of grievances, "even as annoying and unreasonable as they sometimes can be," said Mr. Brown, "management must keep certain fundamentals in mind or it may win the grievances but lose the employees' confidence and respect.

In summary, he advised:

Draft your grievance procedure so that it provides for *bona fide* grievance processing but protects against abuses.

Take a positive rather than a defensive or legalistic approach to grievances and use it as an opportunity to increase understanding and to build confidence and respect.

### F. C. Burnet

Discussing "Drafting Arbitration Clause and Arbitration Procedure," F. C. Burnet, of Canadian Industries Limited, Montreal, at the outset gave his definition of arbitration.

"Arbitration," he said, "is a process for the adjudication of disputes by a third party and its distinguishing characteristics are twofold: first the arbitrator is the agent of the parties, possessing only that power or authority which is specifically delegated by them and second, his decision shall be final."

In the labour relations field, Mr. Burnet said, arbitration is sometimes used to determine or establish the terms of the agreement itself. Much more commonly, however, it is confined to questions arising during the term of the agreement concerning matters of interpretation of its provisions.

Arbitration of this kind of dispute is a legal requirement in most provinces, arising from the legislative provision that while the parties may use strikes or other economic force to compel agreement, they may not strike or use economic force during the term of an agreement; enforcement of the terms of an agreement is, therefore, to be accomplished by arbitration of any dispute concerning its interpretation, violation, application or administration. In other words, arbitration is intended simply as a means of assuring that both parties live up to the agreement.

Mr. Burnet then discussed the functions of an arbitrator in a grievance dispute, describing what he referred to as the "mediation" approach and the "judicial" approach.

There may be particular industrial situations, he said, where the mediation approach is useful; but among the majority of management people the judicial approach is the desirable one, because it is the only one that fulfils the true purpose of arbitration—to assure that both parties live up to their bargain whatever the consequences to either side.

The mediation approach, on the other hand, tends ultimately to discredit the whole arbitration process, particularly because so few arbitrators, however well-intentioned or public-spirited, have either the mediation skill or detailed knowledge of the business to assume properly the responsibility for the promotion of their particular concept of good industrial relations.

Management's first problem, therefore, in drafting its arbitration clause and procedures is to secure that arrangement which will confine the arbitrator's jurisdiction purely to questions of interpretation or violation, Mr. Burnet said, and which will forestall any attempt to adopt a mediation approach.

After discussing some of the problems surrounding the drafting of the arbitration clause and procedure, Mr. Burnet summarized his three major points:

First, the arbitration provisions should be drafted in such a way that the basic purpose of arbitration will be served—to require both parties to live up to their bargain.

Second, the arbitration process is being misused by unions, in order to enlarge on the bargain, to keep the membership convinced of the necessity of union protection and sometimes for tactical reasons in bargaining. This calls for certain safeguards by management such as careful restriction of arbitral authority, precise wording in all clauses of the agreement, and the use of such mechanical devices as time limitations, separate and specific arbitration submissions, *ad hoc* arbitration cost-sharing arrangements, etc., as will forestall abuse.

And my final point is that continued acceptance and respect for the arbitration process demands that criteria be firmly established to guide and confine the arbitrator. The decision in arbitration cases must not be dependent on the particular philosophy of the arbitrator, so that the process will cease to be regarded by unions as a gamble, out of which they may derive benefits which were not part of the bargain.

#### Norman L. Mathews

In discussing the "Preparation and Presentation of Arbitration Cases," Norman

L. Mathews, QC, of Mathews, Stiver, Lyons and Company, Toronto, using the term arbitration to refer to the arbitration of a grievance arising out of the interpretation or alleged violation of an agreement, listed the points he considered important for management to keep in mind:—

1. Preparation of arbitration case: importance of investigation at earliest opportunity and thoroughness of investigation; interviewing of witnesses prior to arbitration.

2. Presentation of case: outline customary procedure; make preliminary objections that may properly be made; action in regard to witnesses; objections to evidence considered inadmissible.

3. Presenting evidence of your own witnesses.

4. Argument after evidence completed.

#### R. V. Hicks

In an examination of "Jurisdiction of Arbitrators and Enforcement of Awards," R. V. Hicks, of Tory, Miller, Thomson, Hicks and Company, Toronto, outlined what he considered the broad principles governing the powers of arbitrators.

First, the basic rule, their authority to make an award must be found within the confines of the collective agreement.

They can decide only the issue before them and none other.

The award must not be contrary to established legal principles.

The award must be capable of being implemented.

## Banquet and Luncheon Speakers

### The Governor General

Three views regarding the sort of preliminary training most likely to fit men for responsible positions in business were examined by His Excellency the Rt. Hon. Vincent Massey, Governor-General of Canada, in an address at the CMA's annual dinner.

First, His Excellency said, there was "the old tradition, and a fine one in its way, that a business man is born—not made; that because industrial kingdoms have been created by men trained in the school of experience, formal education is not only unnecessary but a positive handicap." This tradition, he said, is to be found in the professions as well as in business. It is the view that "theory kills practice and a feeling that if learning refines, it must also weaken".

A second "more powerful and increasingly popular school takes a very different view," he continued. This school seeks to apply that precision in method and technique, which has proved its value in business and manufacturing, to administrative procedures also.

By the proponents of this view "increasingly the young man who looks forward to a career in business is led to or directed to the doors of a school of business administration, an institute of accounting or, more grandly, a college of commerce," Mr. Massey went on. "He comes out with two great advantages: for the many who now, far from scorning education, worship blindly at the altar of the university degree, he wears a halo; for those who still remember that the degree matters less than the studies

which have earned it, he is master of certain tried and true procedures—he has ‘the know-how’”.

The third school of thought on the subject, described by the Governor General as “the most promising” for Canadian business, is somewhat of a compromise between the two already outlined. It places a high value on a liberal education as a foundation, with the special training required in any particular line of business acquired by learning on the job and in study after hours.

Mr. Massey quoted as follows from an article reporting words spoken by A. J. E. Child that was published in *Office Equipment News*.

I have seen many men reach responsible operating or technical positions, but fail to become executives because of a deficiency in educational background and a lack of breadth of outlook.... This has led us within the last few years to seek out, for the accounting and administrative end of our company, university graduates in honour arts or in commerce.... So long as we judge that a young man has the personal qualities suited to our business we welcome the graduates in classics, English, history, mathematics and the like. It is the personal experience of many of us here that specialized business techniques can be learned on the job, plus the after-hours study which any ambitious young man will seek out for himself.

Many experienced businessmen want young persons of liberal education, nourished in the humanities or in mathematics, because “they are seeking men with disciplined minds who have learned the art of clear thinking and precise expression—and, may I add, economy in the use of words—and for those very qualities of imagination and courage which today are so hard to come by,” Mr. Massey said. “These were not hard for our fathers and grandfathers who lived excitingly and dangerously. They are hard today for young people reared in security, in comfort, surrounded, almost muffled, by safety devices and rules of health.”

Although there was no sure “formula” for developing imagination, the most promising way was “an education in the humanities, the liberal arts or in man’s second language, mathematics,” the Governor General said.

### Thomas E. Dewey

Thomas E. Dewey, former governor of New York State, who was one of the luncheon speakers at the meeting, expressed gratification at having been able to join Prime Minister St. Laurent in the ceremonies marking the beginning of the St. Lawrence Seaway Project.

He noted that his fellow citizens in the United States had been sharply divided for a good many years over the project but that he personally had always seen it as “a project characterized by fundamental inevitability”.

The march of progress, Mr. Dewey noted, “is erratic but it is also inexorable. Anything that would open up the central portion of our continent to the oceans of the world would be an achievement of dramatic economic importance. I made a fair number of enemies in supporting it but the actual launching of the project and the vision of the glory of its achievement is a source of considerable gratification.”

Mr. Dewey went on to say that the new artery of world commerce combined with the surge of new hydro-electric power would add even more impetus to the development of both Canada and the United States.

Referring to the progress Canada has made since the end of World War II, Mr. Dewey noted that the gross Canadian product is now officially reported to be \$26 billion, more than six times as great as it was 25 years ago.

“Manufacturing,” he said, “has grown to the point where it accounts for more than half of all Canadian production. Canada has already become the seventh largest manufacturing nation in the world and we should be grateful to the men who have made such massive contributions. We march side by side in thrilling progress, your country and mine, through an almost unique system of private initiative and free enterprise.”

Mr. Dewey drew to the attention of his audience that Canada and the United States are each other’s best customer. “No other two countries in the world,” he stated, “exchange such a great volume of goods.”

He reminded his listeners that communism was still a threat to the Western World, even though the Russians are now actively condemning the actions of the late Joseph Stalin.

We agree with them that Stalin was the worst menace of our time. The Russians are in a unique position, too. They are able to give more facts to prove the point.

The difficulty is, of course, that all the present denouncers were part of Stalin’s board of directors. These members of the board have not yet repudiated the objectives of Stalin. They simply say he was too hard on the Russians. They complain that he killed rather more than was customary for a Czar, even a hereditary Czar, or a modern communist Czar.

The activity of Russia in the Far East countries was recalled by Mr. Dewey. He emphasized that poor, underprivileged



people can be easily swayed and that Russia was taking full advantage of that situation wherever possible.

He strongly urged the Western nations to build up the Far East nations before Russia can get to them. He concluded:

It will take the most extraordinary and skillful combination of government and business partnership to fill this vacuum before the Communists fill it. Obviously we cannot afford to let them fill it. If they should win this race, then we would be a small minority in a world led by an expansionist aggressive communist dictatorship.

To fill the vacuum will take people—hundreds of thousands of people—trained in all the arts of modern finance, industrial management and development. It will also take capital and risk. I hope the help will come from all the free nations....

### Admiral Ben Moreell

"Modern socialism in its several varieties is the culmination of the dreams of countless men and women during the past century and a half," Admiral Ben Moreell, Chairman of the Board, Jones & Laughlin Steel Corporation, Pittsburgh, Pa., said in a luncheon address, "What Price Socialism?". He traced the history of modern socialism from the coining of the word "socialist" in 1827.

The terms "social ownership" and "ownership in common" are deceptions, he said, because society, meaning all of us, cannot act as a whole to own and control property; it must act through its enforcement agency, government. "In actual practice, therefore," he declared, "a socialist society is one in which the vast majority of men are controlled by the tiny minority that has the political power to direct their economic activities. The socialist dream is based on the delusion that men's other freedoms will be enhanced if their economic freedom is curtailed."

Karl Marx, "whose influence has so powerfully shaped the world we live in," was not the founder of socialism, but claimed that his socialism was "scientific" in contrast to earlier "utopian" socialisms, Admiral Moreell declared.

Marxian socialism was, I believe, based on the concept that man and society could be refashioned, not in the image of God, but in the image of the men who wielded political power. People were conceived of as being only natural products of the natural world, mere fragments of the landscape, and as such they could be levelled off to fit the blueprint of a master plan with as little compunction as we level off a hill with a bulldozer.

Socialists may speak of controlled production as their method of operation, but production cannot be controlled except by controlling people. If men as producers are to be controlled, it means that they will be told what jobs they are to work at, where they will work and how long they will work.

It is unfortunate, said Admiral Moreell, that we have forgotten the old adage: "Who so controls our subsistence controls us." Political control of economic life does not control production and exchange, he declared, it controls persons.

"No fair-minded person would deny that our currently popular 'middle-of-the-road' policy operates to place all citizens under the yoke of excessive taxation and thus puts enormous amounts of money at the disposal of the political agency," he said.

The politicians then disperse the tax fund as subsidies to favoured groups in the nation, with the result that society is broken up into three principal groups. First, there is the group on the receiving end—the people who get back more in subsidies than they pay out in taxes. They get something for nothing. Secondly, there are those who pay more in taxes than they get in subsidies. They get nothing for something. Third, there are the people who comprise the political agency, who produce no wealth but who have the power to forcibly transfer wealth from one set of pockets to another.

"It is of utmost importance that we understand that socialism is based on coercion and on the control of some men by other men," Admiral Moreell said in conclusion. "It is equally important that we become expositors of the philosophy of freedom. When the alternatives—freedom versus socialism—are understood, then men are confronted with a clear-cut distinction on which to base their choice."

## Is Management Ready for Tomorrow?

### F. R. Deakins

Speaking on "Industrial and Scientific Research," F. R. Deakins, President, RCA Victor Company, Ltd., Montreal, stressed the need for more fundamental research in Canada, "whether by industry, government or the universities".

The place of research in Canada is no longer questioned, he said.

With others, Mr. Deakins was concerned with the shortage of scientists and engineers coming up through the schools and universities.

If our future production depends on scientific research and development then it surely depends on having properly qualified men to staff our laboratories in future. This problem, linked as it is with the shortage of good teachers, particularly in the high

schools, is a difficult one to solve. Perhaps we can alleviate it a little by doing our very best as individuals and organizations to encourage the youngsters we know to adopt a scientific career. We are beginning a series of plant tours which will show high-school and university students the fine opportunities available in research, development and production in our industry.

### Dr. Sidney E. Smith

Dr. Sidney E. Smith, QC, President, University of Toronto, spoke on "University Education from the Viewpoint of the Educator".

Referring to the theme of the annual meeting—"Is Management Ready for Tomorrow?"—Dr. Smith said as far as the educational aspects are concerned, management is not even ready for today.

Dr. Smith took as the text of his address a statement by Herbert H. Lank, President of Du Pont Company of Canada: "Business gifts to education should be regarded by the donors not as charitable donations but as an essential cost of doing business and staying in business." He then made this appeal:

When you employ a university graduate—arts-man, scientist or engineer—you are purchasing the services of a person whose education beyond secondary school has cost anything from \$2,000 to \$50,000. He did not pay that much for it, but that is what it has cost. You have employed him because you need him for your operations. He is (although I dislike dehumanizing metaphors) essential equipment. The salary you pay him could be called his maintenance cost. But what about your capital investment in him? What about the heavy cost of training him so that you may profit from his vision and his skill? You are not required to pay that when you employ him. That has already been paid, partly by him and his parents, mostly by the university he attended. What the Canadian universities are asking industry to do is to repay some part of that initial cost. We are not mendicants asking for handouts, or travelling salesmen trying to interest you in the "luxury goods" of the intellect. We are the institutions, and the only institutions, who can furnish certain needs of yours. We cannot meet your present needs, let alone your future needs, without your help.

Our chief concern, said Dr. Smith, is professors' salaries; they have risen in some centres but not in all, and not enough in any. We must also provide better working conditions, he said, to give our staff the tools for their job. "It is hard to believe this but classroom buildings, libraries and laboratories have not yet recovered from the pinch of depression.... And now we anticipate the greatest wave of applicants in our history."

In more than one sense, their support of education should be thought of as an

essential cost of doing business and staying in business, Dr. Smith told the conference, and their interest in education should include not only the quantity of it but also the quality. He was, he said, not pleading merely for the sake of those who will go on to higher education but also for the establishment and development of junior colleges and technological institutes.

"There is no better investment on the financial page of any paper than our investment in youth," he concluded. "Young men and women are worth more than all our mines and forests. They are more crucial to the country than all our communications networks. They are more worth developing than the St. Lawrence Seaway. They have more potential power than Niagara, Kitamat and Chalk River. They must rely on us for the present, but we must rely on them for the future. We must develop their powers to the full, for their own sake and for the sake of the country and the world in which we live."

### H. H. Kerr

Speaking on "Technical Education from the Viewpoint of the Educator," E. H. Kerr, Principal of Ryerson Institute of Technology, Toronto, explained the purpose of the "Ryerson type" of education as being, first and foremost, the training of engineering technicians.

"Engineering technician" is a comparatively new term, Mr. Kerr said. It was adopted by the European and United States Engineers' Conference in Geneva a little more than a year ago and subsequently approved by the Conference of Commonwealth Engineering Institutions. In part, the definition is: "One who can apply in a responsible manner proven techniques which are commonly understood by those who are expert in a branch of engineering, or in those techniques especially prescribed by professional engineers. The techniques employed demand acquired experience and knowledge of a particular branch of engineering combined with the ability to work out details of a task in the light of well established practice".

In Europe, the role of the technician has been long and favourably known, said Mr. Kerr, but only during the past few years on this side of the Atlantic have the capabilities of the engineering technician become recognized.

For the past 50 years, the engineering faculties attached to many of our universities have offered excellent courses on both the under-graduate and graduate levels. We have also had various good schemes for the training of our skilled craftsmen but the

training of the technician has been neglected, probably because it was not until recently that Canada evolved an industrial economy. After its establishment in 1948, however, the growth of the Ryerson Institute of Technology has helped to direct attention to his training and his potential value to a company. Since that date, moreover, there has developed a great shortage of professional engineers, and employers generally have turned to this new source for assistance to fill their engineering needs.

We are busy building automatic and automated machinery, Mr. Kerr said, which, while producing goods better and more cheaply, does release manpower. But, he pointed out, "unfortunately for the present shortage, the manpower is being released at the lower end of the scale of skills, rather than at the engineering level. Conversely, the complexity of our present day machines and the processes they entail demand more and better-trained engineers and engineering technicians than they did in the past."

It would appear, therefore, that because of the high academic ability required, the ratio of graduate engineers to the total population cannot be greatly increased. Other solutions to the endemic shortage must be sought and one solution is the training of more engineering technicians. The engineer should be employed in creative work, such as design, development and management, but it is generally recognized that a great many are being used on less creative and important tasks. The technician can and should relieve him of most of the routine work and free him to perform those duties for which he is especially trained.

It must not be assumed that engineering technicians should be graduated by the thousands, Mr. Kerr said. An acceptable ratio for Canada, he thought, would be two technicians to one engineer. Engineering graduates from Canadian universities for 1956 number about 1,800, he noted, which means that institutions of the Ryerson type should be graduating 2,700 to 3,600 technicians. Actually, the number is less than 300.

Canada has every reason to be proud of its vocational schools, Mr. Kerr commented. In most provinces, there are government-operated trades schools offering apprenticeship courses and short courses for skilled and semi-skilled crafts and occupations that are playing an important part in our economy.

"But," he said, "the Ryerson Institute of Technology is unique in its field in this country. Automation and increased industrialization will need more and more of its competent young graduates, whose thoroughly practical and theoretical training

enables them to step into responsible positions in factories and laboratories."

### Crawford Gordon, Jr.

Speaking on "Education from the Viewpoint of the Industrialist," Crawford Gordon, Jr., President and General Manager, A. V. Roe Canada, Limited, expressed alarm at the acute shortage in the fields of teaching, engineering, medicine and research. The western world, he said, is training less than half the number of scientists and engineers required for industrial and defence purposes.

"There is cause for alarm everywhere," Mr. Gordon added, "for there is a shortage of educated people everywhere. And if we haven't the educated people to meet present demands, how on earth can we expect to meet the demands of the future unless there is a substantial improvement in the source of supply."

High schools, particularly, are a key factor, Mr. Gordon commented. "Indications are that interest in high schools in the sciences and mathematics, which are the backbone of engineering, is on the decline." Something is seriously wrong, he said, when almost one-third of our high school students quit some time before graduation.

A lot of good professional material must be going to waste in the one-third of the students who quit high school before graduation and in the one-third who graduate but cannot afford to go on to university, he declared. "As a growing industrial nation, we cannot afford for them not to be able to afford to go," he added.

The matter of technicians is a very critical area, Mr. Gordon said. "We desperately need technicians to free engineers for more demanding work."

Related somewhat is the matter of an adequate apprenticeship scheme, Mr. Gordon observed. "I know there are some formidable problems to overcome here with the Canadian trade union movement but we've got to tackle it some day if we ever hope to solve the problem of a plentiful supply of skilled craftsmen." Referring to the British apprenticeship system as "one of the pillars of their industrial machine," he asked: "If it can work over there, why can't it work here?"

A natural development of this might be something similar to the British National Certificate system, which has produced some of the finest creative engineers in the world. Many of the top engineers with our companies, including one vice-president of engineering, came up this way.

On universities Mr. Gordon said he had only two comments, finance and a few



general observations. Under the latter, he discussed financial aid to students who cannot afford to go on to university, the shortage of capable and adequate teaching staffs and the urgency of "revitalizing" interest in the sciences and mathematics.

This is not the problem of one industry or one industrialist, Mr. Gordon stated, but of all industry in co-operation with government, educational institutions, the professions, labour and industry, "but particularly industry".

## International and Canadian Federations of Business and Professional Women

For first time, Canadian elected President of International Federation  
Canadian body adopts resolutions concerning country's employed women

A Canadian has been elected President for the next three years of the International Federation of Business and Professional Women, the first Canadian to fill the position. She is Margaret P. Hyndman, QC, of Toronto, who succeeds Dame Caroline Haslett of the United Kingdom.

The Federation's seventh triennial conference was held in Montreal last month, when the hostess was the Canadian Federation of Business and Professional Women. The Canadian group held its own 15th biennial convention in Montreal July 13 and 14, just after that of the international organization, which was held from July 8 to 12.

More than 450 delegates attended the two-day national convention, which passed several resolutions concerning employed women in Canada.

### International Federation Conference

Representatives from 24 countries attended the international congress, which was presided over by the Federation's Deputy President, Mrs. Agda Rossel of Sweden.\*

The Hon. George Marler, Minister of Transport, speaking on behalf of the Prime Minister, welcomed the delegates to Canada. Mrs. Hazel Laycock, of Winnipeg, President of the Canadian Federation, expressed the pleasure of the organization in entertaining the international body.

Senator Muriel McQueen Fergusson of Canada was moderator of a panel titled "The Woman Executive". Participants were Elisabeth Feller of Zurich, President of an electrical appliances firm who is President of the Swiss Federation; Lisa Sergio of

Woodstock, Vermont, editor, journalist and lecturer; Brita Elmen of Gothenburg, Sweden, President of the Swedish Federation and a member of the Swedish parliament; and Dr. Aileen Ross, professor of sociology at McGill University.

In summing up the discussion, Senator Fergusson maintained that, while more women than in the past attain high executive posts, there is still some reluctance to accept them. She reaffirmed what Miss Feller had stressed, that impartiality and diplomacy in a woman's approach to her work and to her associates are important factors in getting and keeping a top job. Miss Elmen emphasized the danger of losing human contact in this technological age and urged that women take care of human needs and human values. Dr. Ross spoke of the preconceived ideas of what women should like and the lateness with which they begin to think of public life as obstacles to their success. Miss Sergio directed attention to the countries of Asia and Africa where, she believes, in the rise from colonialism to freedom there is less discrimination against women. "Women of these countries" she said, "are looking to the West for examples of impartiality, skill and human awareness."

Delegates and observers from the United States numbered more than 400; from Great Britain, 87. Some of the other countries represented were: Australia, 16; Belgium, 2; Denmark, 3; Finland, 1; France, 8; Germany, 6; Italy, 3; Mexico, 2; the Netherlands, 2; New Zealand, 2; Norway, 7; South Africa, 6; Southern Rhodesia, 2; Sweden, 14; and Switzerland, 8.

### Canadian Federation Conference

Among the resolutions passed at the Canadian Federation's conference was one that requested the Government of Canada to invite the provincial governments to

\*Mrs. Rossel for a number of years has represented her Government at meetings of various organs of the United Nations and was elected Chairman of the Tenth Session of the U.N. Commission on the Status of Women, held in Geneva in March.

approve the signing and ratification of the United Nations Convention on the Political Rights of Women and also the ILO Convention on Equal Remuneration for Men and Women for Work of Equal Value. Another resolution urged early introduction of the promised legislation for equal pay for equal work by the federal Government and expressed the hope that the provinces which have not yet passed such legislation may do so in the near future.

It was recommended that the federal equal pay law use the word "equivalent" meaning "work of equal value" rather than "identical" as has been used in some provincial legislation.

The Federation also decided to make representation to the Prime Minister urging that the section of the Unemployment Insurance Act restricting the rights of married women to collect insurance (Section 161) be rescinded. The Federation believes that "the same action could be taken to protect the Unemployment Insurance fund against unjust claims from married women that is taken in relation to other categories of claims".

In view of the fact that women comprise 50 per cent of the federal electorate, the meeting advocated the appointment of additional women from all provinces to fill existing vacancies in the Senate.

Provision for greater participation of women in policy making bodies of the Government and the appointment of a woman to the existing vacancy on the Civil Service Commission were also advocated. The Convention decided also to bring to the attention of chartered banks the reasonableness and desirability of appointing women to the directing boards.

Advocating equal educational opportunities for boys and girls, in the technical field in particular, Ruth Tomlinson, United Kingdom Business and Professional Women's Clubs President, told the Canadian Federation of Business and Professional Women's convention at Montreal that hammers and mechanical toys should be as much a part of a girl's world as dolls and domesticity.

Little girls like mechanical toys, Miss Tomlinson said and this, she believed, is a "healthy beginning" for girls who want to progress in technical education.

Further breaking with tradition, she added, "if there is emphasis on domestic subjects for girls, domestic subjects should also be emphasized for boys."

Still another resolution requested that an additional income tax exemption of \$500 be granted to retired persons aged 60 years and over. This action was recommended because large numbers of women are required by company rules to retire from work at that age.

Mrs. Maude Baylay of Toronto was elected President of the Federation for the next biennial period. Senator Fergusson was re-elected a Vice-president. Newly-elected Vice-presidents were Isabel Menzies of Montreal, Una Maclean of Calgary and Mrs. Edith Waterman of North Battleford, Sask. Mrs. Florence Chinn of Brampton, Ont., was named Honorary Secretary-Treasurer.

## Seminar on Relations of the IFBPW with the United Nations

The Charter of the United Nations provides for arrangements whereby its Economic and Social Council may consult with international non-governmental organizations whose interests lie within the competence of the Council. The IFBPW is one of the organizations which under this provision works in a consultative role with ECOSOC and its various commissions, especially the Commission on the Status of Women. The effectiveness of this relationship depends upon the participation of the members of the consultative organizations in preparatory surveys and studies and expressions of opinion, all of which form the basis of representation to the Council. Therefore, to help bring about better understanding of this responsibility, the

International Federation arranged a seminar immediately preceding the Congress.

Miss Ruth Tomlinson, President of the Business and Professional Women's Clubs of Great Britain and Northern Ireland, who for a number of years has represented the International organization at United Nations meetings, presided. The speakers were Mrs. Mary Tenison-Woods, Chief, U.N. Section, Status of Women, and Frieda S. Miller, former Director of the Women's Bureau of the U.S. Department of Labor, who had just completed an ILO mission to six countries of South-East Asia.

In her comment on the work of the voluntary agencies in consultative relationship with ECOSOC, Mrs. Tenison-Woods said: "Non-governmental organizations have become an integral part of democratic



—ABC Studios

At the Conference last month of Business and Professional Women's Federations (left to right): Elsie Gregory MacGill, consulting engineer; Marion V. Royce, Director, Women's Bureau, Department of Labour Canada; Margaret P. Hyndman, QC, first Canadian to be elected President of the International Federation; and Mrs Mary Tenison-Woods, Chief, Status of Women Section of the United Nations

society and through their participation in the work of the United Nations they promote a useful interchange of ideas and contribute valuable information."

At the Tenth Session of the Commission on the Status of Women, held in Geneva in March, more than 30 organizations sent accredited observers. With the permission of the chairman, these observers are entitled to speak on any item of the agenda. The consultative organizations may also submit written statements up to two thousand words and they have the privilege of consultation with the Secretariat.

Mrs. Tenison-Woods sketched the work of the Commission on the Status of Women. Realizing the importance of women's full participation as citizens, the Commission from its inception has given high priority to the promotion of the political rights of women. At first the Commission called on all member states to grant suffrage to women. But in 1949, to ensure that this right should have the dignity of an international treaty, a Convention on the Political Rights of Women, drafted by the Commission, was opened for signature in the United Nations. Since that time, 40 governments have signed the

Convention, and 23 have acceded to its terms. Whereas in 1946 in more than half the countries of the world women had no political rights, at the present time they are fully enfranchised in 60 countries. There remain 15 countries, however, where they still have no political rights and three countries in which their rights are restricted. In one of the latter a special educational requirement for voting is applied to women, and in the two others women have municipal political rights only.

The Commission has also formulated a Convention dealing with the Nationality of Married Women which has been submitted to the U.N. Assembly. The purpose of this Convention is to protect a woman from automatic loss of nationality on marriage with a man of another country.

Since the education of women is basic to their advance in society, the Commission, working closely with UNESCO, has concerned itself with questions relating to the access of women to education, including vocational training and fundamental education for the illiterate.

The Commission's interest in the economic opportunities of women is evidenced by continuing studies of such questions as voca-



tional training, advancement in employment and jobs for older women. The non-governmental organizations contribute to these studies useful information, supplementary to governmental data, regarding the economic status of women in the countries of their affiliated members. The Commission has also vigorously supported the ILO Convention dealing with equal pay for equal work.

In the fields of family law and the property rights of women, the Commission carries on continuing studies dealing with such matters as polygamy, the relationship of spouses, guardianship of children and the effect of marriage on the property rights of women.

The Commission has contributed to the U.N. technical assistance program helping to promote and safeguard the social, economic and political welfare and participation of women.

Miss Frieda S. Miller described the position of women in the six countries she had recently visited on behalf of the ILO—India, Ceylon, Pakistan, Thailand, Japan and the Philippines.

Agricultural problems loom high in all these countries. In most of them far more than half the people (85 per cent in India) earn their living from the land. In agriculture, women's work place is respected more than any place else; but all their skills are low. Many do not even know how to sew. Productive employment for women is limited but their contribution is needed and there is urgency for imaginative and informal job training. The

changing industrial scene has given them new types of work, mostly unskilled and heavy. They carry materials for road building, work in the jute mills or at the pit head of mines carrying coals to the railways. As families move from rural areas into the cities, married women who formerly shared the work in the fields with their husbands tend to find work where their husbands are employed. They do the auxiliary jobs and sometimes they, their husband and their children are employed as family groups.

Women of the wealthier classes who have had the advantage of education play a large part in the life of most of these countries. Miss Miller found that "equal pay for equal work" had almost magic meaning for these women. It is taken to embrace not only the rate for the job but chances for the job and in it. The protest against all social and economic exclusion on the basis of sex has crystallized around the equal pay issue.

Several other Canadian women's organizations, in addition to the CFBPW, are affiliated with international non-governmental organizations having consultative status with the United Nations. These include: Canadian Federation of University Women, affiliated with International Federation of University Women; Catholic Women's League, with World Union of Catholic Women's Organizations; Federated Women's Institutes of Canada, with Associated Countrywomen of the World; National Council of Women, with International Council of Women; and YWCA of Canada, with World YWCA.

---

## International Association of Personnel in Employment Security Annual Convention

Changing demand for labour, with increasing call for skilled workers and diminishing one for unskilled, chief discussion topic at group's 43rd annual meeting in Toronto, first since 1948 in a Canadian city

The changing demand for labour, with a great and increasing call for skilled workers and a diminishing one for the unskilled—a tendency expected to gain further impetus as automation spreads—was the leading topic of discussion at the 43rd annual convention of the International Association of Personnel in Employment Security, held in Toronto from June 26 to 29.

The convention, the first that IAPES has held in a Canadian city since 1948, was attended by nearly 1,400 delegates from all

parts of Canada and the United States, and from Alaska, Puerto Rico, Iran, Japan and Thailand. At the opening the colours of 20 nations were presented, an indication of the scope of the Association's membership.

The keynote address, given by William H. Braine, CBE, Labour Attaché at the British Embassy in Washington, was on the subject of "Employment Security—A Challenge of our Times".

John B. Griffin, Dallas, Texas, President of the Association, in his message to the convention, said he was convinced that the Association was "a sleeping giant".

## Minister of Northern Affairs

The peculiar conditions regarding the employment of the native population of the extreme northern part of Canada were discussed by Hon. Jean Lesage, Minister of Northern Affairs. A territory comprising 305,000 square miles in this part of Canada was inhabited by 28,000 persons, half of whom were Eskimos, Indians or halfbreeds. The nomadic habits of these people, the Minister said, have been broken down by the activities of the white man, and they have been forced to look for employment on such projects as the DEW and the Mid-Canada radar lines.

In order to fit these people for employment it was necessary to improve their health and education and to overcome social handicaps which are the result of centuries of primitive living, Mr. Lesage said.

### C. A. L. Murchison

Clifford A. L. Murchison, Commissioner of the Unemployment Insurance Commission, spoke of the importance of encouraging children to stay at school until they at least graduate from high school. Many parents, he said, seem to think that their sons are wasting their time by staying in school when they could be earning money, even in unskilled jobs.

"Here is a job for public employment services," Mr. Murchison said. "Our experience shows that industry today requires of its plant workers a much higher standard of education and intelligence than was the case 30 years ago."

He suggested that employment agencies should try to influence parents to keep their children at school through guidance counsellors and parent-teacher organizations.

"Automation will increase our standards of living and our ability to compete in world markets. It will create more jobs and at the same time lighten the work loads of the North American people," Mr. Murchison said. "At the same time there will be a call for higher qualities of leadership and direction, and as industry expands and new techniques for production develop there will be a greater need than ever before for people who possess special skills."

### Other Speakers

Merrill G. Murray, Executive-Secretary of the Federal Advisory Council, U.S. Bureau of Employment Security, told the convention that: "Dramatic new concepts in applying the findings of science to industrial processes are working, and are going to work, many changes in the composition

of the labour force. Technological development has placed a premium on the skilled worker, and today we find a corresponding lessening demand for the unskilled."

Robert J. Tallon, Commissioner of the Unemployment Insurance Commission, said that there is an obvious need for better education and training. Surveys showed that most of the unemployment was among those with little education and with no particular trade.

Judge W. J. Lindel, Winnipeg, Chairman, National Employment Committee, said that the National Employment Service is something much vaster than a glorified labour exchange; that it was concerned not only with obtaining employment for the unemployed, but that it also applies itself to such questions as seasonal unemployment, employment for older workers, and geographical pockets of unemployment. These problems, he said, will never be completely solved, and because of their complexity they call for joint effort by the agencies of government and by employer, labour and other national organizations. Public opinion also had a part to play.

A. R. Mosher, Honorary President, Canadian Labour Congress, and member of the National Employment Service, said that employment is not a matter that can be left solely to government bodies. Since we all have a stake in employment conditions, every substantial group of Canadian citizens should be represented, directly or indirectly, on local employment committees.

Robert C. Goodwin, Washington, Director of the U.S. Bureau of Employment Security, said that present world conditions of economic change and unstable peace called for a flexible system of employment security which could adapt itself to "changing economic conditions, problems of employment and unemployment, and the needs of employers and job seekers".

Roy L. Campbell, Montreal, member of Canada's National Employment Committee, said: "Unemployment hurts us all. It hurts us as Canadians because we have an interest in the country and it hurts us as taxpayers because when for any combination of a great variety of reasons unemployment increases we all pay the bill. Unemployment is simply money down the sink."

Dana Porter, Provincial Treasurer of Ontario, said: "Canada still needs immigrants. Although in the past 10 years over 1,200,000 immigrants have come to Canada (52 per cent of these to Ontario), manpower shortage remains as one of our most pressing problems. We need and can absorb a great variety of skills."

One result of automation, Sydney Selwyn, Trenton, N.J., suggested, would be that local employment offices in Canada and the United States would employ psychologists to interview applicants for work to find out whether they were suitable to operate automatic machines. He said that many people found the monotony of such work intolerably irksome.

Employment agencies should not feel that the problem of automation rests on their shoulders, W. Morley Roberts of Moncton, N.B., Atlantic Regional Employment Officer of the UIC, told the delegates. "It's the job of trade unions and industry to make sure displaced workers are trained to take over new jobs. All we need do is to point out to industry when there are groups of workers with certain skills who can, with a little more training, be ready to take over other functions," he maintained.

### Awards and Citations

During the convention Roy L. Campbell, Montreal, received the IAPES Citation of Merit for his services in connection with the rehabilitation and employment of the physically handicapped. Miss Mariclare Grenshaw, Gallatin, Tenn., received the Association's Award of Merit for her successful efforts in bringing new industries to her own and neighbouring communities; while second-place recognition was given posthumously to J. Rene Laframboise, Cornwall, Ont., for his services in managing difficult manpower matters in connection with the St. Lawrence Seaway (L.G., May, p. 493).

### Workshops

Leo J. Curry, Ottawa, Executive Director of the UIC, introduced a series of 10 workshops. Subjects studied included: problems of internal communications, fraud detection and prevention, placement of professional and managerial personnel, fact finding, prompt and proper payment of benefits, in-service training, special placement programs, the average job seeker, and human skills.

In the workshop discussion on "Current Trends in Special Placement Programs" it was stated that "it's a situation calling for an unremitting struggle to make industry see its folly in arbitrarily discarding a whole section of its working population because of prejudice".

### Election of Officers

W. Garnett Johnson, Frankfort, Ky., was elected President in succession to John B. Griffin. Mr. Johnson is executive assistant

to V. E. Barnes, Commissioner of the Kentucky Department of Economic Security. George B. Elleson, Bay City, Mich., was elected First Vice-president; Harry Van Brunt, Tallahassee, Fla., Second Vice-president; Miss Marian E. Perry, Albany, N.Y., Secretary; and Carl T. Anderson, Nashville, Tenn., Treasurer.

Next year's meeting will be held at Miami Beach, Fla., and the 1958 convention will take place in Philadelphia, Pa.

### Canadian Participation

Besides those already mentioned, Canadians who took part in the program either as speakers, or in workshop or panel discussions, included the following officials of the Unemployment Insurance Commission: Lt.-Col. J. G. Bisson, OBE, Ottawa, Chief Commissioner; Judge W. J. Lindal, Winnipeg, Chairman, National Employment Committee; A. R. Mosher, Ottawa, Member, National Employment Committee; Arthur Wood, Secretary, National Employment Committee; E. C. Desormeaux, Ottawa, Secretary of the Commission; Regional Superintendents Ralph P. Hartley, Moncton, Atlantic Region; William McKinstry, Vancouver, Pacific Region; Marcel Guay, Montreal, Quebec Region; B. G. Sullivan, Toronto, Ontario Region; and William Duncan, Winnipeg, Prairie Region; W. H. Barker, Montreal, Quebec Regional Unemployment Insurance Auditor; Edward Carr, Ottawa, Staff Training Officer, Head Office; L. Winnifred Bradley, Toronto, Supervisor, Local Office Youth Centre; John D. Devlin, Toronto, Ontario Regional Supervisor of Staff Training; Joseph Dingle, St. Catharines, Inspector, Ontario Regional Enforcement Branch; J. Frank Dwyer, Toronto, Ontario Regional Employment Officer; Edward C. Fortier, Pembroke, Ont., Local Office Manager; Gaston Gagne, Rimouski, Que., Local Office Manager; G. A. L. Gibson, Toronto, Ontario Regional Supervisor, Special Services; Merle Johnson, Winnipeg, Computations Unit Head; Horace Keetch, Vancouver, Local Office Manager; Eleanor S. Morley, Vancouver, Pacific Regional Co-ordinator of Women's Employment; Gabriel J. Primeau, Montreal, Quebec Regional Adviser on Primary Industries; Arthur Rackham, Toronto, Ontario Regional Unemployment Insurance Auditor; Lucien St. Cyr, Montreal, Employment Branch Head, East Zone; Hugh Stephens, Winnipeg, Local Office Supervisor of Men's Employment; A. L. Tosland, Ottawa, Assistant to Director of Employment Service.



# 20<sup>th</sup> Annual Convention of the Newfoundland Federation of Labour

Amends constitution as consequence of TLC-CCL merger, supports wage demands of provincial civil servants, rejects resolution calling for dissolution of Labour Relations Board. President Chafe re-elected

Important constitutional changes connected with the merger of Canada's two major labour congresses were among the main subjects of debate at the 20th annual convention of Newfoundland Federation of Labour held July 14-21 in St. John's.

Principal changes in the constitution were: only organizations which belong to the Canadian Labour Congress will be eligible for affiliation with the Federation; per capita taxes were increased; the administrative framework of the organization was improved; and the executive was reconstructed to provide for geographical representation of vice-presidents and a new joint post of secretary-treasurer.

During part of the discussion on the proposed new constitution, Frank Chafe, President of the Association, made the charge that in the past racketeers have managed to gain control of some provincial unions. "There have been cases in Newfoundland," he said, "where union membership has been bled to death and sold down the river."

The section of the new constitution which this statement referred to reads as follows: "The executive council shall have the power to conduct an investigation of any situation in which there is reason to believe that any affiliated organization may be dominated, controlled or substantially influenced in the conduct of its affairs by a corrupt influence or that its policies or activities are contrary to the principles of the Federation."

Mr. Chafe explained later in an interview that his remarks were actuated by the wish to impress upon the delegates the necessity of providing such a measure for the protection of the labour movement, though he said that the problem of racketeering in Newfoundland labour was not serious.

The President urged the members to make their efforts to bring independent unions into the Federation "a full-time job". The Federation is anxious to bring all unions into its fold, he said.

The financial report showed that the Federation represented 14,457 of the province's union members.

## Provincial Minister of Labour

Younger members were urged by C. H. Ballam, Newfoundland Minister of Labour, himself one of the original members of the Federation, to take more interest in the union movement. "Trade union men today have problems just as great as their predecessors, although the problems may be different. Unions have a big job today and it will take big men to fill the shoes," he said.

Mr. Ballam spoke of the important changes in labour legislation brought in six years ago, and went on to outline the purposes of the establishment of the labour legislation review committee, which had been set up to meet continual changes in the thinking and policies of labour and business.

He referred to the brief which had been presented to this committee by the Federation (L.G., April 1956, p. 380) and he told the delegates that he felt sure that the report of the committee would include many if not all of their recommendations, and that the report would be given most careful consideration by the Government.

One of the most important segments of present labour legislation is that dealing with apprenticeship, the Minister said. He said that he was very proud of the new Workmen's Compensation Act, which will provide increased benefits for injured workmen and dependents.

## Henry Harm

Henry Harm, Regional Director of Organization and Education for the Atlantic Region of the CLC, said that TLC-CCL merger had done away with direct affiliation with any particular political party but, he added, union members should still take an interest in politics, since this would strengthen their efforts for better conditions.

"Every move made by government is affecting our everyday life, and organized labour should have something to say about what these moves will be," Mr. Harm said.

He spoke of the general lack of knowledge of the labour movement among young people. "Our younger unionists know nothing about the difficult struggles and the tremendous obstacles which have been overcome by unions in days past, and therefore are not interested, and are not building the movement into what it should be," he said.

## Resolutions

Heated discussion took place on a resolution that asked the Federation to support the provincial Government "in any measures it may find necessary" to provide an increase in the salaries of its civil servants.

Cyril Strong of St. John's objected that this wording would put the Federation in the position of supporting any increase in taxation imposed by the Government to meet the demands of the civil servants. "We should reserve the right to criticize the form which this taxation might take," he asserted.

Baxter Fudge of Corner Brook, on the other hand, maintained that if the convention refused to accept increased taxation it would be approving of the rest of the province's being subsidized at the expense of the civil servants. J. J. Cochrane, delegate of the Newfoundland Government Employees Association from St. John's, said that NGEA members had not complained when increases obtained by other employees had led to increases in the cost of living, such as those caused by higher bread prices or higher costs of house painting.

A motion to amend the resolution in such a way as to limit the Federation's support of tax increases to cover salary increases was finally adopted; with this amendment the resolution was carried unanimously.

After considerable discussion a resolution recommending that the Government should abolish the 3-per-cent sales tax on food-stuffs was overwhelmingly rejected. Some of the delegates pointed out that the sales tax was used for social security benefits and that these would have to be reduced if the tax were abolished.

Other resolutions passed included proposals to:—

Establish a vacation with pay act to cover all employees.

Establish a standing public relations committee within the framework of the Federation.

Establish an equal pay for equal work act, thus eliminating "the exploitation of female labour".

Appoint a special committee to discuss with the Newfoundland Teachers' Association and the Newfoundland Federation of Fishermen the desirability of closer relationship with the Federation.

Ask the Department of Education to set aside Labour Day as a school holiday.

Extend daylight saving time into October.

The convention approved a resolution asking the executive council to pass on to the CLC for presentation to the federal Government resolutions calling for an increase in the old age pension to \$50 a month and for extension of the children's allowance to include children up to 18 years of age who are still attending school.

A resolution calling for the dissolution of the Newfoundland Labour Relations Board led to a heated debate, during which President W. Frank Chafe first vacated the chair to take part in the discussion on the resolution and later walked out of the meeting.

Mr. Chafe, himself a member of the Labour Relations Board, accused the block of delegates supporting the resolution of intimidation.

The resolution was presented by the Humber Trades and Labour Council; the resolutions committee moved its rejection.

Speakers from the Humber Council all asserted that action taken last year by the Labour Relations Board against a local at Corner Brook was unfair, and added that in their opinion the Board had acted unfairly to organized labour in Newfoundland.

President Chafe, in rebuttal, quoted statistics to show that out of 231 applications for certification which the Board had dealt with since 1950, 175 have been granted. Forty-four applications were dismissed, said Mr. Chafe, while seven others were withdrawn.

This was evidence that proved that the statements made in the resolution were "without foundation in fact," the President said. "Drafted in ignorance, this resolution is dangerous to the welfare of the Federation. It is an ignorant affront to the Federation nominees, to me as President of this Federation and to the Labour Relations Board as a whole."

He called upon the membership to throw out the resolution and make a public statement re-affirming its faith in the Board and showing its "true feelings about the Board". He suggested that the resolution might well be construed as libelous.

*(Continued on page 1021)*

# 50 Years Ago This Month

Scarcity of labour and shortage of housing being felt in many parts of Canada. Bricklayers and stonemasons sign agreement with Montreal Builders' Exchange setting up board of arbitration to settle disputes

Under the stimulus of extensive railway construction, the rapid opening-up of new territory on the Prairies, heavy immigration, and favourable crop prospects, business continued to boom during July 1906. A scarcity of labour was being felt in many industries and in various parts of the country, with unskilled labourers particularly in demand.

Wages during the month were on the increase. In Ontario and Quebec farm labourers were getting as high as \$2 a day or \$35 a month, with board, for short engagements. In lumber camps in those two provinces wages were about \$4 a month higher than the year before. Plumbers and steamfitters in Winnipeg had their wages raised from 35-50 cents to 40-52½ cents an hour for an eight-hour day. Brass moulders in Toronto were given an increase of 5 per cent for men who were getting \$2.50 a day, and 10 per cent for those getting less than that rate. Those receiving more than \$2.50 got no increase.

Toronto policemen received increases in salary which raised the pay of inspectors of divisions to \$1,450 a year from \$1,400, and that of 3rd class constables with one year's service from \$638.75 to \$700 a year.

Wages of unskilled labour were higher than they had been for many years.

In many places early closing arrangements went into effect in July. The Ottawa Municipal Council passed a by-law requiring all barber shops to remain closed on weekdays between the hours of 8 p.m. and 6 a.m., except on Saturday and the day before a holiday. This by-law was passed in response to a petition to the Council, which had been signed by at least three-quarters of the occupiers of barber shops.

House rents were very high in many cities and towns throughout the country owing to the scarcity of workingmen's houses. The building of houses to satisfy the demand was affected by the high price of lumber. In British Columbia and the Prairies, the Shingle Manufacturers' Association increased the price of shingles 10 cents a thousand during July.

At the annual meeting of the Toronto Branch of the Canadian Manufacturers' Association the chairman said that the scarcity of moderately priced houses for workmen was an urgent matter calling for action on the part of the Branch. He referred to an estimate that 18,000 persons in Toronto were actually suffering by reason of high rents, and said that a number of establishments were being left short-handed owing to the housing scarcity, and that new industries were being prevented from establishing themselves in Toronto by the same cause.

He said that it was impossible to increase wages enough to compensate for the high rents, and declared that the only remedy was to build more houses.

Early in July an agreement was entered into between the Brick and Stone Contractors Section of the Montreal Builders' Exchange and the Bricklayers' and Masons' International Union, Local No. 1, by which it was agreed that all disputes which could not be otherwise settled were to be submitted to an arbitration board appointed jointly by the parties to the agreement. It was agreed that a strike or lockout could take place only if it had been ordered by the arbitration board.

This agreement was similar to, but more elaborate than, the one entered into in the previous month between the Calgary Builders' Exchange and International Association of Bricklayers and Stonemasons in that city.

An article in the *LABOUR GAZETTE* of August 1906 states that in January 1905 Rider Haggard had been appointed by the British Secretary of State for the Colonies as a commissioner to inspect and report upon the agricultural and industrial settlements established in the United States by the Salvation Army.

Rider Haggard's report, which was issued in May 1905, described these settlements and recommended that steps be taken by the British Government to establish similar settlements in Canada. The Colonial Office thereupon appointed a departmental committee to consider the suggestion. The report of this committee in general rejected Rider Haggard's recommendations.



# International Labour Organization

## Two Recommendations Adopted by ILO'S 39<sup>th</sup> Conference

Vocational training in agriculture and welfare facilities for workers subjects of latest international instruments. Delegates also adopt resolutions on automation, reduction of hours of work, and equal pay

Two Recommendations were adopted by the 39th session of the International Labour Conference at Geneva, Switzerland. They were: (1) a Recommendation to promote vocational training in agriculture and (2) a Recommendation concerning welfare facilities for workers (For complete texts of the Recommendations, see pages 1013 and 1018).

The conference adopted the Recommendation on vocational training in agriculture by a vote of 220 for, none against and two abstentions. The Recommendation lays down the principles and objectives of training; its scope as well as the methods that might be used, including pre-vocational training, agricultural instruction in schools, farm technical schools, short courses, training on the farm, extension services and apprenticeship; training of teachers and rural leaders; and teaching aids and materials.

The instrument outlines the role of farm and other interested organizations and national and international action that could or should be taken in this regard.

It recommends that these provisions should be applied by ILO member countries as rapidly as national conditions allow, and that measures taken to give effect to them be reported to the ILO as requested by the ILO Governing Body.

The Recommendation on welfare facilities for workers was adopted by a vote of 185 for, 36 against, and no abstentions. It provides guidance with regard to feeding and rest facilities in or near the undertaking, recreation facilities excluding holiday facilities, and transportation facilities to and from work where ordinary public transport is inadequate or impracticable.

The Recommendation provides that the specified facilities may be provided through laws and regulations, by a competent authority after consultation with employers' and workers' organizations, or through collective bargaining.

The ILO Conference's 39th session accomplished, besides the two approved Recommendations, the following:—

It took preliminary action with a view to final discussion next year of five other instruments: a Convention on forced labour, a Convention and a Recommendation on weekly rest in commerce and offices; and a Convention and a Recommendation on the protection and integration of indigenous peoples, including tribal and semi-tribal populations in independent countries—

Adopted resolutions on automation, reduction of hours of work, abolition of wage discrimination based on sex, and disarmament;

Noted more than 50 new ratifications of ILO Conventions, including the ratification by the Soviet Union and Portugal of the forced labour convention; and the ratification by six more countries of the convention on equal pay for men and women workers for work of equal value;

Examined a report on the manner in which member countries are applying ILO Conventions;

Admitted three new members, Morocco, Tunisia and the Sudan, bringing ILO membership to 76 countries;

Had an exchange of views on the question of the freedom of workers' and employers' organizations from government domination and control.

The conference was addressed by 27 Ministers of Labour and Social Affairs. Canada's Deputy Minister of Labour, Arthur H. Brown, opened the session in his capacity as Chairman of the ILO Governing Body. Iran's Labour Minister Mohsein Nasr was elected President of the Conference.

Czechoslovak Government Delegate Evzen Erban, Indian Employer Delegate Naval H. Tata and Swiss Worker Delegate Jean Mori were unanimously elected vice-presidents.

## Forced Labour

The conference took preliminary action with a view to the adoption next year of a new Convention outlawing "forced or compulsory labour, concentration camps, or the deportation of national minorities" as a means of achieving certain specified objectives.

These three methods would be banned (1) as a means of political coercion or education; (2) as a method of mobilizing labour for economic development; (3) as a means of labour discipline; (4) as a punishment for strikes; (5) as a means of "racial, social, national or religious discrimination"; and (6) as a consequence of methods of payment to the worker where the deferring of payment makes it impossible for the worker to quit his job, or where work is exacted from the worker in the form of debt bondage or peonage.

By a unanimous vote of employer, worker and government delegates, the conference decided to place the question of forced labour on the agenda next year for final discussion. It also called for early revision of the 1930 Forced Labour Convention and in the meantime appealed to member states to ratify and implement it.

## Weekly Rest

The conference voted by 219 to nil, with 4 abstentions, to place the question of weekly rest in commerce and offices on the agenda next year for final action. It recommended that the proposed ILO instrument on the subject should be a Convention supplemented by a Recommendation.

The Convention would contain the stipulation that weekly rest should be not less than 24 uninterrupted hours and wherever possible should be granted simultaneously to all workers in each establishment. It would contain other provisions, including one which would provide that there shall be no reduction in the workers' income as a result of application of measures for weekly rest.

The Recommendation should provide, among other things, that the weekly rest should be so calculated as to include the period from midnight to midnight and that young workers below 18 years of age should be granted at least one and a half days' uninterrupted rest each week.

## Indigenous Peoples

The conference also placed the item concerning the working and living conditions of indigenous peoples on the agenda next year for second and final discussion.

It asked that this discussion be on the basis of a Convention backed by a Recommendation concerning "the protection and integration of indigenous and other tribal and semi-tribal populations in independent countries".

## Resolution on Automation

The resolution on automation, adopted unanimously, emphasized the profound impact of automation on all aspects of social and labour policy and urged action to help countries to adjust themselves in an orderly manner to technological change.

It said early and co-ordinated measures should be taken to "avoid or hold to a minimum the social dislocations and human costs which may be involved in technological progress and to ensure greatest possible benefit to all sectors of the community".

It invited ILO Director-General David A. Morse to study and analyse on a continuing basis the social and labour implications of automation to increase understanding that technological advance which induces higher productivity "is an effective means of providing expanding national economies, rising employment, and higher standards of living for the peoples of the world".

It noted that the impact of automation might differ considerably from one country, industry, occupation and undertaking to another and also between categories of workers. It urged particular attention to the problems of underdeveloped countries.

## Other Resolutions

### Reduction of Hours of Work

Adopted by 116 votes to 42 with 8 abstentions, the resolution on reduction of hours of work noted that "rapid development of technical and scientific progress and the rise in output open up new possibilities for the reduction of hours of work" and asked that the question be put on the agenda of an early session of the conference.

### Wage Discrimination Based on Sex

By 139 votes to 23, with 23 abstentions, the conference adopted a resolution noting that discrimination based on sex in questions of remuneration still exists in a number of countries and urging countries that have not yet done so to ratify the ILO Convention on equal pay for men and women workers for work of equal value.

It asked that the principle of equal pay be implemented by legislation, collective bargaining or a combination of both, or by other measures. It asked the ILO to make

a comparative study of existing wage differentials between countries which have and have not accepted this principle.

### Disarmament

The conference's fourth resolution dealt with disarmament. Adopted unanimously, it recalled previous UN and ILO resolutions on the question of regulation, limitation and reduction of armaments and reaffirmed the hope that the work of the Disarmament Commission would be brought to a speedy and fruitful conclusion.

### Unsuccessful Resolutions

Three draft resolutions failed to get the approval of the conference. These called for a Governing Body committee to review ILO activities, revision of the ILO Constitution to make implementation of ratified ILO conventions obligatory in non-metropolitan territories, and ILO action to widen international exchange of experience on the work and rest of workers.

### Credentials

The conference rejected objections to the credentials of the Chinese delegation, to the nomination of the employer representatives from Bulgaria, Byelorussia, Czechoslovakia, Hungary, Poland, Rumania, the Ukraine and the USSR, as well as to the nomination of worker representatives from Chile, France, Italy, Libya, Peru, South Africa, Spain and Rumania.

It turned down requests from Eastern European employer delegates to be allowed to sit on certain of the committees (to which they had not been nominated by the employers' group) as full members, but seated them instead as deputy members.

### ILO Director-General

Automation would be the theme of his annual report next year, ILO Director-General David A. Morse said in his address to the conference.

The Director-General was replying to the general debate which centred around his annual report for this year. About 140 government, worker and employer delegates had spoken during the debate.

Mr. Morse in reference to new technological developments said:

During the course of the debate many of you referred to new technological developments—automation, electronics and the industrial use of atomic energy—and to what their consequences for society may be. Hopes for the future lie in these developments and also some fears.

The discussion brought out that these new industrial processes are likely to be introduced at such a rapid pace that the time

for adjustment may be short. Already the general shape of the problems to be faced has been defined. It is recognized that great resources of adaptability will be called upon by all parties in industry; and there is an awareness that forethought and planning by employers, workers and government working together will be required to ensure the willingness to adapt.

The resolution on automation unanimously adopted by the conference gives the ILO a solid support on which to continue its work. We have, of course, been following these new technological developments for some years past so as to be prepared for our responsibilities. Now you have asked the ILO to give leadership in solving the social problems of this second industrial revolution which is upon us. That leadership the ILO will give. Next year I proposed to make automation the theme of my report so as to enable the conference to give full consideration to all of its social consequences and implications.

Mr. Morse urged that economic development in the world be accelerated in conditions of freedom. He pointed to the dangerous fascination of coercive methods, aggravated by the misery in various parts of the world.

The challenge before the ILO was to show that social progress was possible and desirable in conditions of human dignity and freedom. He was confident that the ILO would emerge with renewed strength from the present controversy over the freedom of employer and worker delegates from government domination and control.

He urged that all problems be dealt with under due process of the laws of the organization.

"It is my conviction that for all the criticism, and indeed sometimes misrepresentation, which has been flung at this organization from some quarters outside, the process of public discussion is fundamentally a healthy one," he declared. The problem of workers' and employers' freedom, he said, would be considered by the Governing Body in November.

Mr. Morse pointed out that "political democracy has again been tested successfully" in some Asian countries, there had been "significant political upheavals" in parts of Latin America, "rapid progress towards nationhood" in a number of African territories, "some relief" in the tense situation in the Middle East, while from the Soviet Union and other countries in Eastern Europe "have come rumbles of change".

### Discussion on Director-General's Report

#### British Labour Minister

The years ahead, with their problems of social change, of automation and the use of atomic power for peaceful purposes, are



going to be challenging and perhaps decisive years for the International Labour Organization, United Kingdom Minister of Labour and National Service Ian Macleod said in an address to the conference.

Such developments are only part of a continuing process of industrial change, but man's reactions to changes have been, in the ILO Director-General's words, the stubborn factor of virtually every age. We can be more fortunate than earlier generations if we can find the way to change what might be dramatic social upheavals into an orderly and peaceful advance to greater prosperity.

Urging intelligent public interest in the effect of the new processes of automation, the British Minister added:

The increasing use of machines to control machines is bound to bring many changes both in the organization of industrial production and in the nature of work of the individual in industry. It can and will help to maintain full employment, but that does not mean that everyone will be able to stay in their present jobs.

The workers' fear that their particular skills and experience will no longer be needed if the automatic control of processes is extended "must be understood and overcome," Mr. Macleod said. "In the United Kingdom, we have understood this and we have been trying to put automation in its right perspective."

### **United States Government Delegate**

United States Government Delegate J. Ernest Wilkins pointed out that the ILO had now grown to 76 nations, "many of which did not exist a dozen years ago," but which had now taken up their responsibilities alongside the older nations to build a better world through international co-operation.

"We who may have had a longer experience of modern industrial life are happy to be able to help the new nations along," Mr. Wilkins declared. "The work that the ILO has done in the past year should give us renewed confidence that by working together our joint progress will continue."

The ILO could take pride in its technical assistance program, "which is paying off so handsomely in so many of the newly independent countries of the world". The long climb towards industrialization, he said, was being shortened and levelled out by this assistance.

"I suggest that the time is now here when we would be well advised to concentrate our energies even more heavily in technical assistance services," he declared.

Mr. Wilkins, who is U.S. Assistant Secretary of Labour in charge of international labour affairs, called attention to

the fact that "eight nations of the African continent now sit with us as full-fledged members, while several more are here to observe our deliberations and participate with their suggestions as to how our combined efforts can better be sharpened to their needs".

He said that "because of the prominence of African nations and peoples in the new and greater ILO, my government is prepared to suggest that it is time to consider establishing a regional office of the ILO on that continent, to bring together and co-ordinate our many interests there."

### **United States Worker Delegate**

United States Worker Delegate George P. Delaney dealt with the social impact of the "electronic revolution that is automation".

The great question as to whether automation will prove to be the pathway to plenty or to poverty has no pre-ordained or final answer. The choice is in the hands of the people and their governments, and of management and labour—but the responsibility, weighs most heavily upon the trade union movement, whose members have the most at stake.

Mr. Delaney asked the ILO to undertake a series of case studies of how labour, management and governments in various countries co-operated to ensure that introduction of automation in specific enterprises could result in higher wages, more leisure and better working and living conditions while avoiding unemployment.

As far as American labour was concerned, Mr. Delaney said, they were aware that change is the price of progress. "We have insisted and shall continue to insist that the burden of change should be equitably distributed and not imposed on the worker alone and that the workers should share fully in the gains derived from these innovations."

### **Canadian Employer Delegate**

The conference heard Canadian Employer Delegate W. A. Campbell make three points on automation in the debate on the Director-General's report.

Most employers feel that the increased mechanization now developing in some countries will not result in less labour being used but in additional employment opportunities, he said. It would possibly result in a different pattern of employment, for example, in some areas more people might be required in service industries than has heretofore been the case. "This will more than compensate," he said, "for any change in the level of employment in any manufacturing activity."

New skills will be required by the working people and more training plans are already under way in dealing with this, he reported.

Mr. Campbell praised the training activities of the ILO as an effective tool the benefits of which multiplied quickly because people trained by ILO experts trained others in turn.

"Technical assistance seems to be one of the most pertinent weapons for direct action by the ILO," he said.

### **United States Employer Delegate**

United States Employer Delegate Charles H. Smith, Jr., said four points stood out of Mr. Morse's report: there should be more freedom in the world not less; the ILO could not dictate solutions; the diminishing comprehension, even among skilled workers, of the total production process; and the need for education.

Commenting on the Director-General's remarks on automation, Mr. Smith declared:

"I am sure that automation would not be feared if people had the knowledge and understanding of the benefits that it will bring into their lives in the years ahead."

The population of the United States was growing at the rate of about three million a year, Mr. Smith continued. "Our economists figure that over the next 20 years our country would not have a sufficient work force to maintain our traditional rate of economic growth—about 3 per cent annually—if it were not for the promise held by automation and the increased productivity of our people."

The U.S. Chamber of Commerce and the National Association of Manufacturers, which he represented, "have some serious questions about the ILO and its future course," he told the conference.

The first was the status of the "communist" employers. "Once again our challenge to the credentials of these communist government agents has been denied but I can assure you that we will carry on the fight against them as

long as we are members of this organization," he declared.

"Second, we disagree on the Convention process as a realistic approach to meeting world problems in the field of labour and management." He preferred Recommendations, which could be tailored to national needs.

### **Canadian Participation**

Canadian government delegates to the session served on the selection committee, resolutions committee, committee on agriculture, committee on welfare facilities, committee on forced labour, committee on weekly rest and the committee on indigenous populations.

W. A. Campbell, Canadian Employer Delegate, was a member of the following committees: selection committee, resolutions committee, committee on agriculture, committee on welfare facilities, committee on forced labour and committee on weekly rest.

Canadian Worker Delegate Claude Jodoin was a member of the selection committee and resolutions committee. Mr. Jodoin was also appointed an officer of the workers' group.

Canadian Worker Adviser M. P. Fitzpatrick was a member of the committee on standing orders and the committee on weekly rest.

Other Canadian Worker Advisers who served on committees were: Richard Courtney, committee on agriculture; A. H. Balch, committee on welfare facilities; H. A. L. Ladd, committee on forced labour; and Gérard Picard, committee on indigenous populations.

### **C. R. McCord Re-appointed**

Charles R. McCord, Director of the Annuities Branch, Department of Labour, was re-appointed substitute member on the administrative board of the ILO Staff Pensions Fund and to the ILO Staff Pension Committee (United Nations Joint Staff Pension Fund).

## **Text of Recommendation Concerning Vocational Training in Agriculture**

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-ninth Session on June 6, 1956, and

Having decided upon the adoption of certain proposals with regard to vocational training in agriculture, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this 26th day of June of the year one thousand nine hundred and fifty-six the following Recommendation, which may be cited as the Vocational Training (Agriculture) Recommendation, 1956:

Whereas the International Labour Conference at its Third Session adopted the Vocational Education (Agriculture) Recommendation, 1921, which provides that each Member should endeavour to develop vocational agricultural education and in particular to make such education available to agricultural wage earners on the same conditions as to other persons engaged in agriculture,

Whereas the International Labour Conference has examined in considerable detail the question of vocational training in general, and has in particular adopted the Vocational Training Recommendation, 1939, and the Vocational Training (Adults) Recommendation, 1950,

Whereas the Permanent Agricultural Committee of the International Labour Organization has studied the particular aspects of vocational training in agriculture and has made proposals concerning this subject,

Whereas the Members should establish or expand adequate systems of vocational training in agriculture,

The Conference recommends that each Member should apply the following provisions as rapidly as national conditions allow and report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect thereto.

## I. PRINCIPLES AND OBJECTIVES OF TRAINING

1. In each country the public authorities, other appropriate bodies, or a combination of both, should ensure that vocational training in agriculture is provided and organized in an effective, rational, systematic and co-ordinated program.

2. (1) The objectives of vocational training in agriculture should be clearly formulated in each country, reference being made to such points as the need for—

(a) imparting to farm men and women of different categories (unskilled, semi-skilled and skilled workers, managers, operators and farm housewives) the skills and knowledge necessary for the exercise of their profession, instilling in them a sense of the social importance of the work they are doing, and securing recognition by the public in general of the importance of agriculture as an occupation;

(b) more effective use of land and other natural resources, labour and capital in agriculture;

(c) conservation of soil and other natural resources essential to agriculture;

(d) increase of efficiency, production and yields in agriculture and improvement of the quality and preparation of agricultural products and of their appropriate processing on the farm with a view to facilitating their marketing, and in particular raising the level of nutrition;

(e) improvement of incomes, standards of living, employment opportunities, working conditions and prospects of advancement in agriculture as a contribution towards remedying the lack of balance between agriculture and other occupations in these respects;

(f) promotion of mechanization, where appropriate, and of safety in farm work, and the lightening of tasks in agriculture, especially for women and children;

(g) achieving a proper balance in employment between agriculture and other branches of economic activity;

(h) providing appropriate vocational guidance for rural youth;

(i) encouraging, as appropriate, the entry of young persons into the various branches of agriculture in sufficient numbers;

(j) overcoming of problems of seasonal unemployment and of under-employment in agriculture;

(k) closing the gap between technical developments affecting agricultural production and their use in practice; and

(1) improvement of rural life generally and the promotion of greater satisfaction in agricultural work.

(2) To these ends training should cover instruction in adequate techniques and methods of work, the development of the capacity for judgment and, as may be appropriate, instruction in the planning of farm operations and the principles and practice of farm management; the training should be related progressively to the capacity of the farm population to absorb instruction, as determined, among other factors, by the level of social and economic development, and should be so organized that in the end the rural population may, as far as possible, receive an education and training equivalent in quality if not in detailed content, to that received by the urban population.

## II. SCOPE OF TRAINING

3. (1) The program of vocational training in agriculture should cover the whole agricultural population without distinction as to race, religion, nationality or sex, and whatever the legal relation to the land, for example, prospective and actual farmers and farm workers, including seasonal workers, farm women and workers in occupations closely related to agriculture.

(2) Where necessary, in the initial stages and in the underdeveloped countries, the program may be limited in scope to the persons who can be most effectively reached and instructed by the staff available, and to the areas and categories of persons where the need for, and effects of, instruction will be greatest.

(3) In underdeveloped areas lacking training facilities one of the first steps should be the creation of a body of trained teachers and instructors who have an understanding of and sympathy for agricultural life, and who, wherever possible, have themselves had personal experience of farm life and work.

(4) Even where such trained teachers and instructors are not available all possible assistance should be given to the development of training facilities on farms or estates where the operator is adequately qualified to provide practical instruction.

4. (1) In underdeveloped countries literacy programs should have a high priority. Vocational training should, in general, be preceded or accompanied by general education including the study of basic subjects, conforming to accepted standards in the country concerned. When vocational training is given within the school framework, it should not only be preceded but also be accompanied by general education.

(2) Where possible, programs of vocational training in agriculture should include formal classroom instruction as well as related general subjects such as rural social studies.

5. In determining the content of the training course, account should be taken in particular of—

(a) the persons to be trained and the level of skill to be imparted;

(b) the agrarian structure, the degree of development reached in agriculture, and the type of agricultural production;



(c) trends in the rural employment market and the degree of, or need for, labour mobility;

(d) the social life, customs, habits and outlook of the agricultural community; and

(e) relevant aspects of national policy in broad outline.

6. (1) Where possible and appropriate, the vocational training provided for the agricultural population should include training in supplementary skills relating in particular to the making and repair of agricultural tools, the maintenance and simple repair of agricultural machinery, the processing of agricultural products, and the construction and maintenance of farm buildings.

(2) In areas of actual or potential under-employment consideration should be given, where possible and appropriate, to offering courses in rural and other crafts to persons of both sexes, in order to provide them with a means of supplementary or alternative employment.

### III. METHODS OF TRAINING

#### *Pre-Vocational Training*

7. Appropriate measures should be taken for achieving an equal standard in the level of education in rural and urban areas and for a common basis in that education. Teaching methods and, where appropriate, curricula in rural primary schools should take account of the needs of rural areas and of the environment of rural children.

8. In order to give a sound, broadly based general education, to impart an appreciation of nature and to develop manual facility and the powers of observation, formal classroom instruction given in a system of primary schooling should be supplemented, where possible, by practical courses in the use of school gardens and in home crafts as a part of school work. This practical instruction should not unduly affect the courses and programs of general education.

9. In the rural communities in under-developed areas, systems of fundamental education should be used to impart, in a co-ordinated program, knowledge of improved techniques in agriculture and in such matters as rural industries, sanitation, health and dietary practices, child care, food preservation, housing, village organization and communications. Special care should be taken to import suitable training to the weaker sections of the agricultural population in underdeveloped countries, who practice primitive methods of agriculture and have a very low standard of life, particularly tribal people.

#### *Agricultural Instruction in Secondary Schools*

10. (1) Where appropriate, and where specifically vocational agricultural instruction is not provided in secondary schools, the agricultural instruction given should be of a general nature. In rural areas, this instruction should be adapted to national and local conditions. Where no agricultural teaching is given, provision should be made for the gradual introduction of such instruction in the curriculum of rural secondary schools. This instruction should not unduly affect the courses and programs of general education.

(2) Where possible, this instruction should be supplemented by practical work on the school farm, on experimental farms or on other farms. Such work should be limited to teaching needs.

#### *Agricultural Technical Schools*

11. Provision should be made for agricultural technical schools giving training of adequate duration in farm skills, agricultural production and marketing, farm operations and management, and other appropriate subjects.

12. At the higher stages of development of a vocational training program provision should be made for—

(a) schools or special divisions of schools open to persons of either sex, giving training in certain branches of agriculture;

(b) schools or special divisions of schools open to persons of either sex, giving training to a special category or categories of farm workers or in special types of skills required in agriculture;

(c) schools or special divisions of schools giving training in rural domestic economy.

13. Where possible and appropriate, agricultural technical schools should have a farm attached for the purposes of relating teaching to agricultural work and of giving a necessary amount of practical training. Where this is not possible, or where it is desirable to supplement such training, arrangements should be made for the necessary practical training on appropriate farms or experimental stations, it being understood that such training should be limited to that necessary for the instruction of the students.

14. In establishing agricultural technical schools, consideration should be given—

(a) particularly in countries of large farms and small density of population, to the advantages which derive from the provision of residential and semi-residential facilities;

(b) in sufficiently literate communities, to the organization of correspondence courses and the use of the radio for remote farm workers, where possible in conjunction with attendance at supplementary courses at schools with residential facilities;

(c) to the use of audio-visual aids.

#### *Courses of Shorter Duration*

15. (1) Short courses, seasonal and evening courses and mobile courses should be considered as specially suitable—

(a) for encouraging sons and daughters of small farmers and farm workers who are employed on farm holdings to improve their professional and general knowledge;

(b) for instructing specialists or farmers and farm workers in improved or newly discovered techniques;

(c) for instructing particular categories of workers in specialized skills and methods, such as the cultivation of a particular crop, the care and feeding of animals, the maintenance and use of tools or machines, general maintenance work on the farm, and the fight against plant and animal diseases and pests.

(2) Such courses should be timed in accordance with local needs and should not be a substitute for longer courses where these are possible and desirable.

#### *Training on the Farm*

16. (1) Where necessary and appropriate, the public authorities, other appropriate bodies, or a combination of both, should organize the placement of trainees on selected agricultural units, particularly in order to

complete the training of prospective farm operators and especially in areas where the standard of farming practice is relatively high; such training should generally be preceded by an adequate general education and should be related to the unit of agricultural operations characteristic of an area, whether this be the village, the large estate or plantation, the co-operative farm or group settlement, or the small or medium-sized holding.

(2) The unit on which training is given should be representative and selected with care, taking account, where appropriate, of the possibility of using an outside farm rather than the home farm. Training on the farm should, where possible, be supplemented by formal classroom instruction.

#### *Extension Services*

17. (1) Extension services should be established and expanded to the extent made possible by the level of development of each country, in order to carry the results of scientific research to farmers in a practical way and to bring the farmer's technical problems to the attention of the services concerned for solution.

(2) Farmers and farm organizations, including those of employers and workers, should be encouraged to develop extension programs of their own, and, in any case, should be associated with the development and utilization of official programs and similar educational activities.

18. Considering that in underdeveloped countries simple and informal programs of vocational training capable of expansion, both geographically and in content, are appropriate, it should be recognized that extension services have a particularly important part to play in the development of these programs and in the implementation of agricultural development plans.

19. The extension services should, as appropriate, contribute along with other interested agencies to the development of programs for youth, the organization of agricultural clubs for young persons and programs of home and community development.

#### *Apprenticeship*

20. (1) When agriculture is suitably organized and agricultural practices warrant it, consideration should be given to the provision of apprenticeship schemes.

(2) These schemes should be developed with particular reference to the needs of special branches of agriculture, regions and categories of workers, and carried out either at residential institutions or on farms approved in respect of the qualifications and abilities of the instructor or farmer.

(3) Arrangements concerning instruction in the branch of agriculture to which the apprentice aspires, the limitation of his tasks to those useful for his training, the provision of equipment and any obligation to attend training schools giving general and technical instruction, should be approved by the competent authority or authorities.

(4) The measures referred to in the preceding subparagraphs should be taken by means of laws or regulations, decisions of public bodies entrusted with the control of apprenticeship, collective agreements, a combination of the above methods, or, failing these, by other appropriate methods.

21. Representative organizations of employers and workers, where they exist, should be closely associated, on a basis of complete equality, with the elaboration, application in practice and supervision of the apprenticeship scheme.

22. (1) Apprenticeship should be open to suitably qualified candidates who have shown a clear desire to enter agriculture and who have or will have completed the period of obligatory schooling.

(2) Admittance to apprenticeship and apprenticeship programs should be supervised by whatever machinery, statutory or otherwise, in the field of labour, agriculture or education, is considered most appropriate in the light of conditions existing in each country.

(3) In determining the number of trainees to be placed, consideration should be given to the number of experienced adult workers on the farm concerned in the interests both of the trainees and of the adult workers.

(4) Upon satisfactory completion of his apprenticeship the trainee should be considered as a skilled worker and should be so certified by the competent body.

23. (1) The conditions of employment of apprentices, whether prescribed by contract between the parties, collective agreement, legislation or otherwise, should include a clear statement of the respective duties of farmer and apprentice, the duration of the apprenticeship, the level of knowledge and skill to be acquired to ensure a good standard of husbandry, and any obligation there may be to attend training schools giving general and technical instruction. The statement should also provide that the duties required of the apprentice should be confined to those necessary for his training and that any conflicts which develop should be submitted to the competent body for settlement.

(2) Minimum rates of remuneration, increase of remuneration, hours of work, holidays, food and accommodation, insurance, and sickness and accident benefit provisions for apprentices, should be determined by legislation, by regulations issued by the competent authority, by arbitral award or collective agreement, or by decision of special bodies entrusted with this task.

(3) Representative organizations of employers and workers, where they exist, should be associated on an equal footing with the elaboration, application and supervision on the conditions of employment of apprentices.

24. (1) At lower levels of apprentice training an evaluation of progress should be made, stating the work performed, the duration of the apprenticeship and the level of skill reached generally and in particular types of work; this evaluation should be supplemented, where appropriate, by practical tests.

(2) At higher levels of apprentice training or where the program is more developed, the satisfactory completion of apprenticeship should be ascertained by the competent body. In this respect, consideration should be given to a combination of practical and formal tests relating to general agriculture and to the special branch of agriculture to which the apprentice aspires.

#### *Training for Teachers and Rural Leaders*

25. (1) Any program of training in agriculture should include, as a high priority, training of teachers and officials of services

relating to agriculture and subsidiary occupations; such teachers and officials should, where possible, have personal experience of farm life and work.

(2) This process of training should be accelerated, where necessary, by such methods as—

(a) the creation of training establishments of appropriate types;

(b) the establishment of village development centres and of centres for demonstration and training;

(c) the provision of special short courses of training for graduates from higher agricultural institutions, such courses relating, where necessary, to problems of teaching and administration as well as to the technical content of their work, in order to prepare them better for giving vocational instruction adapted to the needs of agriculture and taking account of modern techniques.

26. In higher institutions agricultural teachers and instructors should—

(a) preferably have received university instruction or its equivalent;

(b) be enabled and encouraged to keep their knowledge up to date by such means as refresher courses and sabbatical leave.

#### *Teaching Aids and Materials*

27. The teaching aids and materials used in the vocational training program should be prepared on the basis of the findings of research institutions and of other scientific information, and provision should be made for the systematic and orderly flow of adequate factual material to teachers and students.

28. (1) Since the teaching of agricultural subjects should be given with particular reference to regional and local conditions and problems, teaching aids and materials should be selected with regard to the economic structure of the areas where the trainee will work.

(2) When teaching materials and equipment are brought from other countries and regions they should be adequately adapted to local needs.

29. Especially in the early stages of training, in cases where there exists a group of countries with common characteristics and problems, consideration should be given to developing standardized teaching materials for such countries by direct consultation among them. In any case, free exchange of teaching materials should be encouraged.

30. Audio-visual aids, while they should not be a substitute for other teaching aids and methods, should, especially in communities where illiteracy is high, be given a prominent place in training programs. The special advantages of the film-strip and slides should be borne in mind.

#### IV. FARM AND OTHER INTERESTED ORGANIZATIONS

31. Organizations of farmers, farm workers (including trade unions), farm women and farm youth, and other interested organizations, such as co-operative societies, should play an important role in all phases of agricultural training. Every encouragement should be offered them to take an active interest in improving such training.

#### V. NATIONAL ACTION

32. (1) Responsibility for the training programs should be entrusted to the authority or authorities capable of obtaining the best

results and, in cases where the responsibility is entrusted to several authorities jointly, measures for ensuring co-ordination of the training programs should be taken. Local authorities should collaborate in the development of the training programs. Close collaboration should be maintained with organizations of employers and workers in agriculture and with other interested organizations, where such exist.

(2) A degree of co-ordination of private and public courses should be encouraged so that—

(a) a trainee makes orderly progress from one level to the other;

(b) subject to preserving the appropriate degree of uniformity in the training programs, provision is made for the needs of different regions or branches of the occupation;

(c) agricultural research institutions, extension services and all training institutions may work in close co-operation.

33. (1) The competent bodies should progressively elaborate general standards, varying where necessary from one region to another, relating to such matters as: entry requirements for training for the different branches of agriculture; duration of training and length of courses; teaching material and textbooks; qualifications of teachers and their status as regards salary and working conditions; size of classes; curricula; examination requirements; and conditions under which training may be considered completed. Appropriate measures should be taken to consult representative organizations of farmers and farm workers, and other interested organizations, where such exist, in the formulation of these standards.

(2) At all stages private endeavour in initiating and administering training courses should be encouraged, and the application of the standards should be left to recognized training institutions supervised, as necessary and appropriate, by the appropriate bodies.

34. While local financial contributions to training programs are, in many places, called for, the public authorities, to the extent considered appropriate and necessary, should also assist public and private training programs in such ways as: making available financial contributions; contributing land, buildings, transport, equipment and teaching material; contributing through scholarships or otherwise to the living expenses or wages of trainees during the course of training, and making entry into residential agricultural schools free of charge to appropriately qualified trainees, especially those who cannot afford to pay for the training.

35. (1) The public authorities, other appropriate bodies, or a combination of both, should ensure that the vocational training programs are co-ordinated with other public activities relating to agriculture. In particular they should ensure that the training programs are established in the light of the long-term employment and settlement opportunities open to prospective agricultural workers, as determined, amongst other things, by the availability of land, agricultural credit and markets.

(2) The public authorities, other appropriate bodies, or a combination of both, should take all necessary practical measures to facilitate the placement of persons who



have finished their training and to assist them in finding suitable farms or farm employment which corresponds to their training and skill.

36. The public authorities, other appropriate bodies, or a combination of both, should develop methods of evaluating the effectiveness of training programs, for example in raising agricultural living standards and levels of production, and in achieving the objectives specified in paragraph 2, and should take stock frequently of the progress achieved.

### Text of Recommendation Concerning Welfare Facilities for Workers

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-ninth Session on June 6, 1956, and

Having decided upon the adoption of certain proposals with regard to welfare facilities for workers, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation, adopts this 26th day of June of the year one thousand nine hundred and fifty-six the following Recommendation, which may be cited as the Welfare Facilities Recommendation, 1956:

Whereas it is desirable to define certain principles and establish certain standards concerning the following welfare facilities for workers:

(a) feeding facilities in or near the undertaking;

(b) rest facilities in or near the undertaking and recreation facilities excluding holiday facilities; and

(c) transportation facilities to and from work where ordinary public transport is inadequate or impracticable,

The Conference recommends that the following provisions should be applied as fully and as rapidly as national conditions allow, by voluntary, governmental or other appropriate action, and that each Member should report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect thereto.

#### I. SCOPE

1. This Recommendation applies to manual and non-manual workers employed in public or private undertakings, excluding workers in agriculture and sea transport.

2. In any case in which it is doubtful whether an undertaking is one to which this Recommendation applies, the question should be settled either by the competent authority after consultation with the organizations of employers and workers concerned, or in accordance with the law or practice of the country.

#### II. METHODS OF IMPLEMENTATION

3. Having regard to the variety of welfare facilities and of national practices in making provision for them, the facilities specified in this Recommendation may be provided by means of public or voluntary action—

(a) through laws and regulations, or

(b) in any other manner approved by the competent authority after consultation with employers' and workers' organizations, or

#### VI. INTERNATIONAL ACTION

37. (1) Where possible, especially among countries with similar agricultural conditions, international exchanges of farmers and farm workers, farm youth, agricultural teachers, research workers, experts and scientific agricultural literature should be encouraged.

(2) Where appropriate, international centres for research, and extension and vocational training in agriculture should be promoted as well as international meetings for agricultural research workers, extension agents and teachers in agricultural schools.

(c) by virtue of collective agreement or as otherwise agreed upon by the employers and workers concerned.

#### III. FEEDING FACILITIES

##### A. Canteens

4. Canteens providing appropriate meals should be set up and operated in or near undertakings where this is desirable, having regard to the number of workers employed by the undertaking, the demand for and prospective use of the facilities, the non-availability of other appropriate facilities for obtaining meals and any other relevant conditions and circumstances.

5. If canteens are provided by virtue of national laws or regulations, the competent authority should be empowered to require the setting up and operation of canteens in or near undertakings where more than a specified minimum number of workers is employed or where this is desirable for any other reason determined by the competent authority.

6. If canteens are the responsibility of works committees established by national laws or regulations, this responsibility should be exercised in undertakings where the setting up and operation of such canteens are desirable.

7. If canteens are provided by virtue of collective agreement or in any other manner except as indicated in paragraphs 5 and 6, the arrangements so arrived at should apply to undertakings where this is desirable for any reason as determined by agreement between the employers and workers concerned.

8. The competent authority or some other appropriate body should make suitable arrangements to give information, advice and guidance to individual undertakings with respect to technical questions involved in the setting up and operation of canteens.

9. (1) Where adequate publications are not already in existence, the competent authority or some other appropriate body should prepare and publish detailed information, suggestions and guidance, adapted to the special conditions in the country concerned, on methods of setting up and operating canteens.

(2) Such information should include suggestions on—

(a) location of the canteens in relation to the various buildings or departments of the undertakings concerned;

(b) establishment of joint canteens for several undertakings in so far as is appropriate;

(c) accommodation in canteens: standards of space, lighting, heating, temperature and ventilation;

(d) layout of canteens: dining room or rooms, service area, kitchen, dishwashing area, storage, administration office, and lockers and washroom for canteen personnel;

(e) equipment, furnishing and decoration of canteens: equipment for the preparation and cooking of food, refrigeration, storage and washing up; types of fuel for cooking; types of tables and chairs in the dining room or rooms; scheme of painting and decoration;

(f) types of meals provided: standard menu, standard menu with options, *à la carte*; dietetic menus where medically prescribed; special menus for workers in unhealthy occupations; breakfast, midday meal or other meals for shift workers;

(g) standards of nutrition: nutritional values of foodstuffs, planned menus and balanced diets;

(h) types of service in the canteen: hatch or counter service, cafeteria, and table service; personnel needed for each type of service;

(i) standards of hygiene in the kitchen and dining rooms;

(j) financial questions: initial capital outlay for construction, equipment and furnishing, continuing overheads and maintenance expenses, food and personnel costs, accounts, prices charged for meals.

#### B. Buffets and Trolleys

10. (1) In undertakings where it is not practicable to set up canteens providing appropriate meals, and in other undertakings where such canteens already exist, buffets or trolleys should be provided, where necessary and practicable, for the sale to the workers of packed meals or snacks and tea, coffee, milk and other beverages. Trolleys should not, however, be introduced into workplaces in which dangerous or harmful processes make it undesirable that workers should partake of food and drink there.

(2) Some of these facilities should be made available not only during the midday or midshift interval but also during the recognized rest pauses and breaks.

#### C. Messrooms and Other Suitable Rooms

11. (1) In undertakings where it is not practicable to set up canteens providing appropriate meals, and, where necessary, in other undertakings where such canteens already exist, messroom facilities should be provided, where practicable and appropriate, for individual workers to prepare or heat and take meals provided by themselves.

(2) The facilities so provided should include at least—

(a) a room in which provision suited to the climate is made for relieving discomfort from cold or heat;

(b) adequate ventilation and lighting;

(c) suitable tables and seating facilities in sufficient numbers;

(d) appropriate appliances for heating food and beverages;

(e) an adequate supply of wholesome drinking water.

#### D. Mobile Canteens

12. In undertakings in which workers are dispersed over wide work areas, it is desirable, where practicable and necessary, and where other satisfactory facilities are not available, to provide mobile canteens for the sale of appropriate meals to the worker.

#### E. Other Facilities

13. Special consideration should be given to providing shift workers with facilities for obtaining adequate meals and beverages at appropriate times.

14. In localities where there are insufficient facilities for purchasing appropriate food, beverages and meals, measures should be taken to provide workers with such facilities.

#### F. Use of Facilities

15. The workers should in no case be compelled, except as required by national laws and regulations for reasons of health, to use any of the feeding facilities provided.

#### IV. REST FACILITIES

##### A. Seats

16. (1) In undertakings where any workers, especially women and young workers, have in the course of their work reasonable opportunities for sitting without detriment to their work, seats should be provided and maintained for their use.

(2) Seats so provided should be in adequate numbers and reasonably near the work posts of the workers concerned.

17. (1) In undertakings where a substantial proportion of any work can be properly done seated, seats should be provided and maintained for the workers concerned.

(2) The seat should be of a design, construction and dimensions suitable for the worker and the work; a footrest should be provided where necessary.

18. Regardless of whether seats for workers are provided and maintained by virtue of national laws or regulations, the competent authority in each country should authorize appropriate government officials to give information, advice and guidance with respect to the technical questions involved in the provision and maintenance of suitable seats for workers, particularly where seats are provided for workers engaged on operations in which a substantial proportion of the work can be properly done seated.

##### B. Rest Rooms

19. (1) In an undertaking where alternative facilities are not available for workers to take temporary rest during working hours, a rest room should be provided, where this is desirable, having regard to the nature of the work and any other relevant conditions and circumstances. In particular, rest rooms should be provided to meet the needs of women workers; of workers engaged on particularly arduous or special work requiring temporary rest during working hours; or of workers employed on broken shifts.

(2) National laws or regulations should, where appropriate, empower the competent authority to require the provision of rest rooms in particular undertakings or classes of undertakings in which this is considered desirable by the competent authority owing to the conditions and circumstances of employment.

20. The facilities so provided should include at least—

(a) a room in which provision suited to the climate is made for relieving discomfort from cold or heat;

(b) adequate ventilation and lighting;

(c) suitable seating facilities in sufficient numbers.

## V. RECREATION FACILITIES

21. (1) Appropriate measures should be taken to encourage the provision of recreation facilities for the workers in or near the undertaking in which they are employed, where suitable facilities organized by special bodies or by community action are not already available and where there is a real need for such facilities as indicated by the representatives of the workers concerned.

(2) Such measures, where necessary, should be taken by works committees or other bodies established by national laws or regulations if these have a responsibility in this field, or by voluntary action of the employers or workers concerned after consultation with each other. These measures should, preferably, be taken in such a way as to stimulate and support action by the public authorities so that the community is able to meet the demand for recreation facilities.

22. Whatever may be the methods adopted for providing recreation facilities, the workers should in no case be under any obligation to participate in the utilization of any of the facilities provided.

## VI. MANAGEMENT OF FEEDING AND RECREATION FACILITIES

23. While the management of the feeding and recreation facilities provided may be exercised in different ways in accordance with the customs of the country or locality concerned or with arrangements under which special bodies are entrusted with over-all responsibility for welfare facilities, the following are some of the forms of management that competent authorities, employers and workers should take into account:

- (a) in respect to feeding facilities—
  - (i) in countries in which the provision of feeding facilities forms a responsibility of works committees established by national laws or regulations, management of such facilities by such works committees or by subcommittees appointed by them; or
  - (ii) in other countries, management of such facilities by the management of the undertaking or by catering contractors appointed by it, with arrangements for consultation with the workers in the undertaking, for example, through a canteen committee consisting of representatives of the workers in the undertaking.
- (b) in respect of recreation facilities—
  - (i) in countries in which the provision of recreation facilities forms a responsibility of works committees established by national laws or regulations, management of such facilities by such works committees or by subcommittees appointed by them; or
  - (ii) in other countries, management of such facilities by a central recreation committee elected by the workers in the undertaking, with or without a representative or representatives of the management of the undertaking, or by a number of different clubs formed voluntarily by groups of workers in the undertaking interested in particular forms of recreation.

24. The competent authorities of each country should arrange for the consultation of workers' and employers' organizations concerning both the methods of administration and the supervision of the welfare facilities set up by virtue of national laws or regulations.

## VII. FINANCING OF FEEDING AND RECREATION FACILITIES

25. While the financing of the feeding and recreation facilities provided may be exercised in different ways in accordance with the customs of the country or locality concerned or with arrangements under which special bodies are entrusted with over-all responsibility for welfare facilities, the following are some of the forms of financing that competent authorities, employers and workers should take into account:

- (a) in respect of feeding facilities—
  - (i) financing by the employer of expenditure for constructing, renting or otherwise providing the premises for feeding facilities together with the necessary equipment and furnishings and for continuing overheads and maintenance, including heating, lighting and cleaning, rates and taxes, insurance and upkeep of premises, equipment and furnishings;
  - (ii) payment for meals and other food supplied, by the workers using the facilities;
  - (iii) financing of expenditure for wages and insurance of food service personnel, either by the employer or by the workers through payment for meals and other food supplied.
- (b) in respect of recreation facilities—
  - (i) financing by the employer of expenditure for constructing, renting or otherwise providing the premises for indoor recreation facilities and the grounds and installations for outdoor recreation facilities, together with the necessary durable equipment and furnishings, and for continuing overheads and maintenance, including heating, lighting and cleaning, rates and taxes, insurance and upkeep of premises, grounds, installations, equipment and furnishing; and
  - (ii) financing of day-to-day running expenses, including in particular the provision of expendable equipment and supplies, by the workers using the facilities through payment of membership subscriptions and games fees, and through receipts from charges for admission to matches, or otherwise.

26. In the economically underdeveloped countries, in the absence of other legal obligations concerning welfare facilities, such facilities may be financed through welfare funds maintained by contributions fixed by the competent authorities and administered by committees with equal representation of employers and workers.

27. (1) Where meals and other food supplies are made available to the workers directly by the employer, their prices should be reasonable and they should be provided without profit to the employer; any possible



financial surplus resulting from the sale should be paid into a fund or special account and used, according to circumstances, either to offset losses or to improve the facilities made available to the workers.

(2) Where meals and other food supplies are made available to the workers by a caterer or contractor, their prices should be reasonable and they should be provided without profit to the employer.

(3) Where the facilities in question are provided by virtue of collective agreements or by special agreements within undertakings, the fund provided for in subparagraph (1) should be administered either by a joint body or by the workers.

28. (1) In no case should a worker be required to contribute towards the cost of welfare facilities that he does not wish to use personally.

(2) In cases where workers have to pay for welfare facilities, payment by instalment or delay in payment should not be permitted.

#### VIII. TRANSPORT FACILITIES

29. Where, in accordance with national or local custom, workers provide their own means of transport to and from work, suitable parking or storage facilities should be provided where necessary and practicable.

30. Where a substantial proportion of the workers experience special difficulties in travelling to and from work owing to the inadequacy of public transport services or unsuitability of transport timetables, the undertakings in which they are employed should endeavour to secure from the organizations providing public transport in the locality concerned the necessary adjustments or improvements in their services.

31. Where the workers' transport difficulties are primarily due to peak transport

loads and traffic congestion at certain hours and where such difficulties cannot otherwise be overcome, the undertaking in which they are employed should, in consultation with the workers concerned and with the public transport and traffic authorities, and, where appropriate, with other undertakings in the same locality, endeavour to adjust or stagger times of starting and finishing work in the undertaking as a whole or in some of its departments.

32. Where adequate and practicable transport facilities for the workers are necessary and cannot be provided in any other way, the undertakings in which they are employed should themselves provide the transport.

33. In particular countries, areas or industries, where public transport facilities are inadequate or impracticable and as an alternative to the provision of transport by the undertaking, transport allowances should, by agreement between the employer and the workers concerned, be paid to the workers by the undertaking.

34. Wherever necessary, undertakings should arrange for adequate transport facilities to be available, either through the services of public transport or otherwise, to meet the needs of shift workers at times of the day and night when ordinary public transport facilities are inadequate, impracticable or non-existent.

#### XI. GENERAL PROVISIONS

35. In the case of a federal State, the term "national laws or regulations", as used in this Recommendation, includes the laws and regulations of the federal State and the laws and regulations of the constituent states, provinces or cantons, as may be appropriate under the constitutional system of the Member concerned.

## Newfoundland Federation of Labour

*(Continued from page 1007)*

After further exchanges with his opponents, Mr. Chafe left the meeting. The outcome was the convention's rejection by a decisive majority of the resolution.

## Newfoundland Lumbermen's Association

The article in the revised constitution which restricts affiliation to the Federation to organizations affiliated to the CLC leaves in doubt the position of the Newfoundland Lumbermen's Association, which does not belong to the CLC.

However, President Chafe said that negotiations are now being carried on with the executive of the Lumbermen's Association with a view to having the matter "resolved to the satisfaction of all concerned".

"The Federation does not wish to disaffiliate the Lumbermen's Association now. This is something which must be discussed

and decided by the lumbermen's annual convention," he added.

It was decided that the Association will remain in the Federation until the former's convention in September.

## Election of Officers

Mr. Chafe was re-elected president for a seventh term. He has headed the Federation since 1949, with the exception of one year, 1953, when he declined to stand for election.

Ron Smith of Grand Falls and Philip Oliver of St. John's were re-elected as Vice-presidents. Cyril Strong of St. John's and Doyle S. Sharp were new vice-presidents elected.

Former Secretary A. J. Shapter was elected to the new Secretary-Treasurer's post and J. J. Cochrane was named Assistant Secretary-Treasurer.

# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Board met for one day during June. The Board issued six certificates designating bargaining agents, rejected one application for certification, and granted one request for review of an earlier decision. During the month the Board received 19 applications for certification, and allowed the withdrawal of five applications.

### Applications for Certification Granted

1. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of employees of the Canadian National Railways, employed at the Yarmouth, N.S., terminal of MV *Bluenose* (L.G., May, p. 540).

2. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 927, on behalf of a unit of employees of Minshall Storage and Van Limited, Halifax (L.G., June, p. 683).

3. International Association of Heat and Frost Insulators and Asbestos Workers, Local 110, on behalf of a unit of insulation mechanics (heat and frost units) employed by Northern Construction Company & J. W. Stewart Limited in the Yukon and Northwest Territories (L.G., June, p. 683).

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of Canada Steamship Lines Limited, employed at the Ottawa Street Terminal of the company at Montreal (L.G., June, p. 683).

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of cleaners employed by Canadian Pacific Railway Company at its Windsor Street Station, Montreal (L.G., June, p. 683).

6. National Association of Marine Engineers of Canada Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers below the rank of chief engineer, and a marine electrician employed aboard vessels operated by the Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (L.G., July, p. 853).

### Application for Certification Rejected

National Association of Marine Engineers of Canada Inc. (Great Lakes and Eastern District), applicant, and Algoma Steamships Limited, Sault Ste. Marie, respondent (L.G., July, p. 853). The application was rejected for the reason that the company did not operate any vessel or employ any employees in the classifications covered by the application.

### Request for Review of Board's Decision Granted

The Board granted the request of the National Association of Broadcast Employees and Technicians for the review of an earlier certificate dated September 9, 1954, covering a unit of radio station employees of the Radio Saguenay Limited, Jonquière, Que. (L.G., June, p. 683). The Board's decision in the review had the effect of enlarging the bargaining unit, by way of an amendment of the earlier certificate, to cover both television and radio station employees of the company.

### Applications for Certification Received

1. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of non-operating employees of the Shawinigan Falls Railway Terminal, Shawinigan Falls, Que. (Investigating Officer: C. E. Poirier).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by the Eastern Canada Stevedoring Company Limited at Hamilton (Investigating Officer: F. J. Ainsborough).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by the Hamilton Shipping Company Limited at Hamilton (Investigating Officer: F. J. Ainsborough).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by the Cullen Stevedoring Company Limited at Hamilton (Investigating Officer: F. J. Ainsborough).

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by the Caledon Terminals Limited at Hamilton (Investigating Officer: F. J. Ainsborough).

6. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by the Yorkwood Shipping Company Limited at Hamilton (Investigating Officer: F. J. Ainsborough).

7. National Association of Broadcast Employees and Technicians, on behalf of a unit of office employees of Western Ontario Broadcasting Company Limited employed at Station CKLW and CKLW-TV, Windsor, Ont. (Investigating Officer: F. J. Ainsborough).

8. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Dominion Coal Company Limited, Sydney, N.S., aboard the tug *Empire John* (Investigating Officer: D. T. Cochrane).

9. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of pursers, purser-wireless men, and stewards

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



employed by the Canadian Pacific Railway Company in its British Columbia Coast Steamship Service (Investigating Officer: G. R. Currie).

10. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of salaried employees employed by Canada Steamship Lines Limited at Fort William and Port Arthur (Investigating Officer: C. E. Poirier).

11. General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of the Patricia Transportation Company Limited employed at Winnipeg (Investigating Officer: J. S. Gunn).

12. Teamsters Local Union 990, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of the Patricia Transportation Company Limited, employed at various points in Ontario (Investigating Officer: J. S. Gunn).

13. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by The Owen Sound Transportation Company Limited, Owen Sound, Ont., aboard the vessels *Norgoma*, *Norisle*, and *Normac* (Investigating Officer: H. Perkins).

14. Commercial Telegraphers Union, Canadian Pacific Division No. 1, on behalf of a unit of employees, commonly called "motor messengers", of the Canadian Pacific Railway Company, employed in various cities in Canada (Investigating Officer: R. Duquette).

15. International Longshoremen's Association (independent), on behalf of a unit of longshoremen employed by the Eastern Canada Stevedoring Company Limited at Toronto (Investigating Officer: F. J. Ainsborough).

16. International Longshoremen's Association (independent), on behalf of a unit of longshoremen employed by the Cullen Stevedoring Company Limited at Toronto (Investigating Officer: F. J. Ainsborough).

17. International Longshoremen's Association (independent), on behalf of a unit of longshoremen employed by Terminal Warehouses Limited at Toronto (Investigating Officer: F. J. Ainsborough).

18. International Longshoremen's Association (independent), on behalf of a unit of longshoremen employed by Caledon Terminals Limited at Toronto (Investigating Officer: F. J. Ainsborough).

19. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Hamilton Tug Boat Company Limited, Hamilton, aboard the tug *Prudence* (Investigating Officer: H. Perkins).

#### Applications for Certification Withdrawn

The following applications were originally submitted in May and withdrawn in June. The union submitted new applications for the same units of employees later in June:—

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Eastern Canada Stevedoring Company Limited, respondent (longshoremen, Hamilton) (L.G., July, p. 853).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Hamilton Shipping Company Limited, respondent (longshoremen, Hamilton) (L.G., July, p. 854).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Cullen Stevedoring Company Limited, respondent (longshoremen, Hamilton) (L.G., July, p. 854).

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Caledon Terminals Limited, respondent (longshoremen, Hamilton) (L.G., July, p. 854).

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Yorkwood Shipping Company Limited, respondent (longshoremen, Hamilton) (L.G., July, p. 854).

---

#### Most Major U.S. Agreements Run Two Years or More

The hitherto customary one-year term for collective agreements has ceased to be the rule in the leading contracts negotiated in the United States, according to a report published by the U.S. Bureau of Labor Statistics based on a survey of all known agreements covering 1,000 workers or more.

Out of 1,424 contracts used in the survey on the duration of which information was available, 65 per cent ran for two years or more. The most common term was two years, but 21 per cent were for three years or longer.

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During June, the Minister appointed conciliation officers to deal with the following disputes:—

1. Railway Express Agency, Inc., New York, U.S.A., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier).

2. Empire Stevedoring Company Limited; Louis Wolfe & Sons (Vancouver) Limited; Canadian Stevedoring Company Limited; Victoria and Vancouver Stevedoring Company Limited; Western Stevedoring Company (1951) Limited; and International Longshoremen's and Warehousemen's Union, Local 507 (Conciliation Officer: G. R. Currie).

3. Saguenay Terminals Limited, Port Alfred, and National Syndicate of Salaried Employees of Saguenay Terminals Limited (Conciliation Officer: R. Trépanier).

4. Eastern Canada Stevedoring Company Limited, Halifax, N.S., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier).

5. Eldorado Mining and Refining Limited, Port Hope, and District 50, United Mine Workers of America (Conciliation Officer: F. J. Ainsborough).

6. Trans-Canada Air Lines and International Association of Machinists (Conciliation Officer: R. Trépanier).

7. Cape Breton Broadcasters Ltd. and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane).

8. Trans-Canada Air Lines and Trans-Canada Airlines Division, Commercial Telegraphers' Union (Conciliation Officer: H. R. Pettigrove).

## Settlements Reported by Conciliation Officers

1. Clarke Steamships Limited, Montreal; Albert G. Baker Limited, Quebec; Quebec Terminals Limited, Quebec; and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier) (L.G., Nov. 1955, p. 1286).

2. Eldorado Mining and Refining Limited, Port Hope, and District 50, United Mine Workers of America (Conciliation Officer: F. J. Ainsborough). (See above.)

3. Trans-Canada Air Lines and International Association of Machinists (Conciliation Officer: R. Trépanier). (See above.)

4. Canadian National Railways (Port Mann and Okanagan Lake Barge and Ferry Service) and Canadian National Steamships and National Association of Marine Engineers of Canada (Conciliation Officer: G. R. Currie) (L.G., June, p. 684).

## Conciliation Boards Appointed

1. Railway Express Agency, Inc., New York, U.S.A., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. (See above.)

2. Saguenay Terminals Limited, Port Alfred, and National Syndicate of Longshoremen of Ha! Ha! Bay, Inc. (L.G., July, p. 854).

## Settlement Reported by Parties before Board Dealt with Case

1. Canadian National Railways (Atlantic, Central and Western Regions, including the Newfoundland District) and Brotherhood of Locomotive Firemen and Enginemen (L.G., July, p. 854).

## Recent Regulations

*(Continued from page 1044)*

Under the new regulations permits may be issued only to a journeyman plumber with a certificate of qualification from the Department of Labour or a person or firm employing one or more qualified journeymen plumbers if the plumbing is to be done in a city of the province. In an urban municipality other than a city, where a sewerage system is in operation or under construction, a second class plumber's status

certificate issued by the Department of Labour is now the requirement for a permit. Elsewhere a permit may be issued to a person whose qualifications are acceptable to the regional medical health officer or the Minister of Public Health. Previously, certification as a journeyman plumber was required in order to do plumbing work in any urban municipality with a sewerage system.

## Labour Legislation, Nova Scotia, 1956

Legislature adopts Act to provide "equal pay" for female employees and one to ensure the safe operation of elevators and hoists, amends the Workmen's Compensation Act, and passes new Social Assistance Act

Two important new labour laws were passed at the 1956 session of the Nova Scotia Legislature, which opened on February 14 and prorogued April 11.

A new Elevators and Lifts Act providing for control of passenger and freight elevators requires that they be licensed and inspected annually by an inspector who holds a certificate of competency.

Another new Act, the Equal Pay Act, to go into effect on January 1, 1957, is designed to ensure that women workers receive pay equal to that of men if they do the same work in the same establishment.

Workmen's compensation benefits were increased and an amendment was made to the Engine Operators Act permitting a certificate to be issued to a person other than a Canadian citizen who has filed a declaration of intention to become a citizen.

A new Social Assistance Act was passed to provide aid to needy families where the father has been imprisoned or has deserted the home.

### Inspection and Licensing of Elevators

The Elevators and Lifts Act, to come into force on proclamation, provides for the licensing and regulation of all passenger and freight elevators and other types of lifts. The only elevators now subject to regulation are those in establishments subject to the provisions of the Factories Act. The Act is similar to the legislation passed in Ontario in 1953 except that there is no provision for licensing elevator operators in the Nova Scotia Act.

The Act provides for control over elevators by the Department of Labour at several points. The approval of the Chief Inspector is required before any new installation may be made or any major alterations undertaken. No elevator or lift may be operated unless it is licensed by the Chief Inspector and every elevator or lift must be inspected at least annually by an inspector who holds a certificate of competency. The CSA Safety Code for Passenger and Freight Elevators is to be

used as a standard by inspectors in carrying out their duties. Safety standards with respect to the construction, installation and maintenance of elevators and lifts may be set by regulation.

All elevators, dumb-waiters, escalators, manlifts and incline lifts are covered by the Act except: those in private dwellings (unless the owner makes application to come under the Act); elevators and hoists covered by the Coal Mines Regulation Act or the Metalliferous Mines and Quarries Regulation Act; feeding machines or belts, bucket, scoop, roller or any similar type of freight conveyor; freight ramps or platforms rising five feet or less; lubrication hoists; stacking machines used within one storey; and temporary hoists used during the construction, repair, alteration or demolition of buildings. Other classes of elevators and lifts may be exempted by regulations.

The Act provides for the appointment of a Chief Elevator Inspector and an inspection staff. All inspectors are required to hold a certificate of competency. The Minister may authorize the Chief Inspector to use the services of any other person who holds a certificate of competency to inspect a particular elevator or lift. Such a person will be deemed to be an inspector for this purpose only and must report on the inspection immediately to the Chief Inspector. The qualifications of inspectors and the provisions for issuing certificates of competency to government inspectors and others qualified to carry out inspections under the Act will be prescribed by regulations.

Every elevator and lift must be inspected annually. If the inspection has been made by an insurance company inspector, the Chief Inspector may at any time require a further inspection by a

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



government inspector. A copy of the report of each annual inspection made by an insurer must be filed with the Chief Inspector within 30 days unless the insurer finds an unsafe condition, in which case he must forward a copy of the inspection report to the Chief Inspector within 24 hours. An insurer who cancels the insurance on an elevator or lift or rejects an application for insurance must notify the Chief Inspector, giving the reasons for his action, if the cancellation or rejection is by reason of a defect known to the insurer.

In carrying out their duties under the Act, inspectors are required to apply to new installations the rules contained in the 1951 edition of the CSA Safety Code for Passenger and Freight Elevators. Such parts of the Code as the regulations require must be used during inspection of major alterations of elevators, dumb-waiters or escalators and of new installations or major alterations of incline lifts.

An inspector has the right to enter any premises where he has reason to believe that an elevator or lift is being installed or operated and he may require the owner to comply with the Act or regulations within a specified time.

A licence is required for the operation of every elevator, dumb-waiter, escalator, manlift and incline lift covered by the Act. Licences are granted by the Chief Inspector and are valid for one year. The licence must designate the elevator or lift for which it is issued and state its maximum capacity. It must be kept posted in a conspicuous place in the elevator car or adjacent to the dumb-waiter, escalator, manlift or incline lift for which it is issued. If the licence is suspended or revoked, the Chief Inspector may do whatever is necessary to ensure that the elevator is not operated. The regulations may require the registration of contractors.

The drawings and specifications of all new installations or major alterations must be approved by the Chief Inspector before work is begun. Drawings and specifications must be submitted in duplicate together with complete information as to the size, composition and arrangement of the proposed installation or alteration. If the drawings and specifications comply with the Act, the Chief Inspector will approve them in writing and return one set to the person who submitted them.

If an accident occurs which causes injury to any person, if the emergency supporting devices engage, or if an elevator, dumb-waiter, escalator, manlift or incline lift falls freely, the owner must notify the Chief Inspector in writing within 24 hours. If

the accident results in death or in serious injury which may cause death, the owner must notify the Chief Inspector by telephone or telegraph immediately and no person may disturb any wreckage or article connected with the accident, except to save life or relieve suffering, without the permission of an inspector. On receipt of notice, the Chief Inspector must initiate an investigation to determine the cause of the accident or occurrence.

The Act forbids an owner to operate an elevator or lift unless it complies with the Act and regulations, or if its load exceeds the maximum capacity as designated in the licence, or if he has reason to believe that it is otherwise unsafe. A penalty of up to \$500 is provided for these and other violations of the Act or regulations. Each additional day on which a violation is continued is to be deemed to constitute a separate offence.

Provision is made for extensive regulations to be issued in connection with the operation of the Act.

### Equal Pay

With the enactment of the Equal Pay Act, Nova Scotia became one of five provinces with legislation forbidding employers to discriminate between his male and female employees in regard to rates of pay. Specifically, the Nova Scotia Act forbids an employer to pay a female employee at a lower rate than a male employee for the same work in the same establishment. A difference in the rate of pay between a female and a male employee based on any factor other than sex does not constitute a failure to comply with the Act.

The Act, which is to come into force on January 1, 1957, will be administered by the Minister of Labour through a Director, an officer of the Department of Labour, who will receive and deal with complaints under the Act. The method of handling complaints is the same as under the Nova Scotia Fair Employment Practices Act passed last year. A woman who considers that she has been discriminated against contrary to the Act may make a written complaint to the Director on the prescribed form, whereupon the Director will assign an officer of the Department or some other person to make an inquiry and to try to settle the matter. If he is unsuccessful, the Minister may appoint a commission of one or more persons to investigate and endeavour to settle the complaint. The commission is to inquire into the matters referred to it "and shall give full opportunity to all parties to present evidence

and make representations". If it finds that the complaint was a valid one, it must submit recommendations to the Minister as to the course which should be taken. Upon receipt of the recommendations, the Minister must furnish a copy to each of the persons affected and he may make the report public if he thinks it advisable. Finally, the Minister has power to issue "whatever order he deems necessary" to carry the recommendations of the commission into effect and a person affected by such an order must comply with it.

The powers of the commission are specifically set out in the Act. A commission may determine its own procedure and receive such evidence on oath as it considers fit, whether admissible in court or not. It has the power to summon witnesses and enforce their attendance and to require the production of documents. A member or representative of a commission is authorized to enter at any time a building or premises where work is carried on or where anything has occurred concerning the matters referred to the commission and may inspect the premises and interrogate any persons present. The Minister is to provide the commission with a secretary and other necessary staff and fix their remuneration as well as the remuneration of the members of the commission together with their travelling expenses.

The right of an aggrieved person to take court action regarding an alleged contravention of the Act is retained.

A person who does any of the things prohibited by the Act or who refuses or neglects to do anything required by the Act is guilty of an offence and is liable on summary conviction to a penalty of not more than \$100. The Minister's consent is required for instituting a prosecution under the Act.

The Minister has further authority to undertake on his own initiative where he deems it expedient "such enquiries and other measures as appear advisable to him to promote the purpose of this Act".

Employers are forbidden to discharge or discriminate against a person for making a complaint under the Act or giving evidence or assisting in the initiation or prosecution of a complaint.

### **Workmen's Compensation**

The Workmen's Compensation Act was amended to raise the rate of compensation for disability from 66 $\frac{2}{3}$  to 70 per cent of average earnings, subject to an annual ceiling on earnings of \$3,000. The increase in the percentage rate, which is applicable

to accidents occurring on or after April 1, 1956, is in line with changes in other provinces in recent years. In New Brunswick, as in Nova Scotia, a 70-per-cent rate is in effect. In all the other provinces the rate is now 75 per cent.

By a further amendment, the minimum amount payable in cases of permanent total disability was raised from \$85 to \$100 a month. This amendment applies in respect of every accident regardless of the date on which it occurred.

Two other changes permit an increase in the benefits payable to widows and children. The monthly allowance to a widow remains unchanged at \$50, and \$20 is paid as before in respect of each child under 16 years. Payment to an orphan child under 16 years is \$30 a month. The amendments increase from \$130 to \$150 the maximum total monthly amount payable to a widow and children, and from \$120 to \$150 the maximum amount payable to orphans, thus permitting payment for five rather than four children in each case. The increases will also apply with respect to all accidents regardless of the date of occurrence.

### **Stationary Engineers**

An amendment was made to the Engine Operators Act, which provides for the qualification and certification of engine operators and prohibits an unqualified person from performing the duties of an engine operator. Formerly, applicants for certificates were required to be British subjects. The amendment permits a certificate to be issued to a qualified candidate who has been in Canada for at least one year and who has filed a declaration of his intention to become a Canadian citizen.

### **Electrical Installations**

An amendment to the Inside Electrical Installation Act struck out the word "Inside" from the title of the Act and the words "in or on a building" from the definition of "electrical installation," thus permitting the regulation of electrical installations of consumers whether in or on a building or elsewhere. The Act provides that electrical installations, alterations or additions must be made in accordance with regulations made by the Fire Marshal.

### **Social Assistance**

A new Act was passed to provide for the payment of social assistance to certain families with children under the age of 16 years where the father has deserted the

family for at least a year and his whereabouts are unknown, or where he has been committed to prison for two years or longer. An allowance is also payable under the Act to a foster parent caring for abandoned children, and to a woman who has lived as the common law wife of a man for at least five years immediately preceding his death and whose children have been registered under the Vital Statistics Act as the children of the man.

The new legislation, which is to come into effect on proclamation, is complementary to the Mothers' Allowances Act, which provides for an allowance of up to \$80 a month to be paid to a widow towards the support of her children under 16 years, to the wife of a man who is unable to support his family because of a permanent disability, and to the foster parent of children whose real parents are dead or permanently disabled. The new Act does not limit or remove the legal duty or obligation of any person respecting the support or maintenance of a child.

In order to be eligible to apply for assistance, the applicant must reside in the province and have been a resident for the previous three years, or, in the case of a married woman, since her marriage if that time is less than three years. A married woman who applies for assistance because of her husband's desertion or imprisonment must have been a resident at the time her husband was sentenced or deserted her, and a common law wife must have lived in Nova Scotia at the time of the death of the father of her children. An abandoned child for whom assistance is sought must have been living in the province at the time he was abandoned.

Provision is made for a Director of Social Assistance and a Social Assistance Advisory Commission of not fewer than three members to administer the Act. Members are appointed for one year and if a vacancy occurs a successor is to be appointed to

hold office for the unexpired term. The Lieutenant-Governor in Council is to fix the remuneration of the members of the Commission.

Specifically, the duties of the Commission are to consider and inquire into the merits of applications for assistance and to advise the Director respecting them; to make recommendations to the Director respecting applicants and beneficiaries; to advise the Director respecting the granting, suspension or discontinuance of assistance and generally to advise the Minister of Public Welfare and the Director respecting the administration of the Act.

Assistance will be paid if the Commission reports to the Director that the applicant is a suitable person to have a child in his care and is without adequate means to maintain and support the child or has the actual care of a child whose mother is dead or who has been abandoned by his parents or surviving parent. The Director must approve the payment. Decisions of the Commission or Director made under the Act are not subject to appeal or review by a Court.

Regulations may be made by the Lieutenant-Governor in Council respecting the time and manner of granting assistance, the suspension, discontinuance and resumption of assistance, the amount of assistance that may be granted, the property and income qualifications of applicants and beneficiaries, the information to be furnished by applicants and any other matter relating to the granting of assistance.

### **Bill Not Passed**

A bill to amend the Trade Union Act was introduced but failed to pass. It would have prohibited a person from acting as a member of a conciliation board if he has a financial interest in the matters referred to the board or if he has acted as a lawyer or paid agent of either party in the preceding six months.

---

### **Enforce Hours of Work Act for Taxi Drivers, Ontario Government Urged**

Enforcement of the 48-hour week for taxi drivers has been urged in a brief to the Ontario government presented by the Canadian Brotherhood of Railway Employees and Other Transport Workers. The CBRE is certified at Red Line Cabs, Ottawa.

The brief pointed out that Ottawa's by-law on taxis conflicts with the Ontario Hours of Work and Vacations with Pay Act. The by-law requires that "no owner shall require any taxi driver to be on duty more than 12 hours in any period of 24 hours". The Act limits hours in mines, factories, shops and offices to eight a day and 48 a week.



# Legal Decisions Affecting Labour

Provisions of labour relations Acts interpreted by courts in Quebec, Saskatchewan and Ontario. United States Supreme Court finds union shop provision of Railway Labor Act overrides state right-to-work law

The appeal court in Quebec upheld a decision of the Superior Court requiring the Quebec Labour Relations Board to produce all documents relating to the certification of a union certified to represent certain employees of a company which was seeking to have the Board's order quashed by the court.

In Saskatchewan, the Court of Appeal quashed a reinstatement order of the Saskatchewan Labour Relations Board on the ground that it was a conditional order and therefore beyond the powers of the Board.

The Supreme Court of Ontario held that methods men, rate setters, and motion time study men in the employ of the Canadian General Electric Company exercise managerial functions and that the Ontario Labour Relations Board had made a wrong decision in law in deeming them to be employees under the Act. The Board's order certifying a bargaining agent was therefore quashed in so far as it applied to these groups of employees.

In an action for damages, the Quebec Superior Court held that an injured workman's right of action against the Montreal Transportation Commission was limited to the six months following the date of the accident, in accordance with provisions of the legislation setting up the Commission.

In the United States, the Supreme Court upheld the provisions of the Railway Labor Act permitting union shop clauses in collective agreements.

## Quebec Court of Queen's Bench...

... finds that Labour Relations Board is required to produce documents when so ordered by a court

On February 24, 1956, the Quebec Court of Queen's Bench dismissed an appeal of the Labour Relations Board from a judgment of the Superior Court ordering it to produce all the documents and papers in its possession in connection with the proceedings relating to the certification of the United Brotherhood of Carpenters and Joiners of America as bargaining agent for certain employees of the E. B. Eddy Company.

The reasons for decision were given by Chief Justice Galipeault, with Mr. Justice Hyde and Mr. Justice Rinfret concurring.

The E. B. Eddy Company had obtained a writ of prohibition on August 4, 1954, ordering the Labour Relations Board and the union to suspend all proceedings resulting from the certification of the union as bargaining agent for the Company's employees engaged in forest operations in the district of Parent, Lavolette. The Company sought to have the certification order of July 14, 1954, quashed on the grounds that the Board had exceeded its jurisdiction and acted illegally and that its action had constituted a denial of justice, substantially prejudicing the rights of the Company.

The Board objected to the granting of the writ, maintaining that it had acted within its powers. It cited Section 41a of the Labour Relations Act, which states in part—

No writ of *quo warranto*, of *mandamus*, of *certiorari*, of prohibition or injunction may be issued against the Board or against any of its members, acting in their official capacity.

Further, it stated that, by virtue of the same section, the decisions of the Board are without appeal and cannot be revised by the courts.

The Company then entered a motion under Section 289 of the Code of Civil Procedure for the production of all the documents relating to the certification of the union, maintaining that it was necessary in the interests of the case that these documents be produced. The Superior Court, on November 7, 1955, ordered the Board to produce the documents but the Board contested its right to do so and appealed to the higher Court.

In support of the appeal, the Board cited Section 45 of the Labour Relations Act, which reads as follows:

Any functionary of the Board or other person acting under its orders, who reveals to any one other than the Board a fact of which he has had knowledge in the exercise of his duties, shall be guilty of an offence and be liable to a fine not exceeding one hundred dollars.

Invoking this section and Section 41a noted above, the Board maintained that all such documents were confidential and that it was against the public interest to have them produced.

The Chief Justice, however, was of the opinion that Section 45 had reference only to the internal administration of the Board. Nothing in this section, he maintained, allowed the Board to refuse to obey the order of the Court nor relieved any of its members or officials of the Labour Department called as witnesses from the obligation of revealing to a properly constituted tribunal facts of which he had knowledge and which were relevant to the case.

His Lordship went on to state that when a party wishes to take advantage of the privileged character of certain departmental documents which it is asked to produce, it must follow the requirements which the superior courts have established in order that consideration might be given to its objections. The lower court was concerned only with the merits of the motion for the production of the documents and had nothing before it except an oral statement to show the confidential nature of the documents and even less to prove that their production was against the public interest.

Mr. Justice Rinfret in his concurring opinion referred to the Board's objection to disclosing its records other than the application for certification and the resolution. He was of the opinion that the whole "dossier" was relevant to the case and should be produced, and quoted a dictum referred to by the Supreme Court of Canada in *R. v. Snider*:

That documents would prejudice the case of the State in the litigation, or assist the other party, is a compelling reason for their production only to be overborne by the gravest reasons of state policy or security.

Mr. Justice Rinfret did not consider that Section 35a of the Act, which provides that the decisions of the Board are to be carried by a majority of votes of the members present, was intended to prevent disclosure to employers and employees of how a particular member of the Board voted. It could not be so interpreted, he stated, in view of a further provision which stated that "a decision signed by all the members of the Board shall have the same value as a resolution passed at a regular sitting," and in view of Section 37, which provides that the minutes of the sittings, approved by the Board, shall be authentic.

In his opinion, there was no difference in intent between Section 35a and the section of the Code of Civil Procedure which provided for a majority decision by the Appeal Court, and it could not be held that the latter gave a confidential character to decisions of the Appeal Court.

The decision of the lower Court was therefore upheld with costs. *La Commission de Relations Ouvrières de la Province de Québec v. The E. B. Eddy Company et La Fraternité Unie des Charpentiers-Menuisiers d'Amérique* [1956] BR 306.

### Saskatchewan Court of Appeal...

... rules Labour Relations Board cannot order the conditional reinstatement of discharged employee

On May 17, 1956, the Saskatchewan Court of Appeal quashed an order of the Saskatchewan Labour Relations Board directing a bottling company to reinstate five discharged employees whenever operations of the company required additional personnel. The Court said that the Board had no authority under the Trade Union Act to order a conditional reinstatement. It had only the power to replace the employees in the positions from which they were dismissed.

The judgment of the court was delivered by Mr. Justice Culliton who first set out the facts of the case.

On February 1, 1956, after an oral hearing, the Labour Board found Blackwoods Beverages Limited of Yorkton, Sask., guilty of an unfair labour practice in discharging five employees in November 1955. It ordered the company to reinstate the employees when it required additional personnel and to reimburse them for their monetary loss for the month of December.

The company, on February 21, 1956, applied to have the order quashed on the ground that the order showed on its face that the Board erred in finding the applicant guilty of an unfair labour practice, for it did not require immediate reinstatement of the five employees and considered only December wages when it was assessing the monetary loss. It said that the Board acted without jurisdiction because there was no evidence before it to verify the allegations made against the company and that the evidence submitted by the company showed that the employees had been laid off and not discharged.

On March 6, 1956, the Dairy Employees, Truck Drivers, and Warehousemen's Union, Local No. 834, asked the Board to amend its order of February 1, 1956, to provide for the immediate reinstatement of the five

employees and the payment of monetary loss suffered by these employees from the date of discharge until the time of the Board hearing. Before the application to amend the order could be heard, however, the company applied for and was granted an interim stay of proceedings, which was still in effect when the application to quash the original order came up for hearing.

Both the Labour Board and the Union contested the right of the Court to stay the proceedings before the Board and asked to be allowed to argue the matter. Their request was granted and consequently both the question of the interim stay and the application to quash were argued at this hearing.

Section 5(i) of the Trade Union Act provides:

5. The Board shall have power to make orders:

(i) rescinding or amending any order or decision of the Board.

This, the Board argued, gave it an unfettered right to rescind or amend its own orders. The Union's application to vary the order of February 1, 1956, was a wholly new and independent inquiry which the Court had no power to stay. It also said that the Court could only stay a matter distinctly within its own proceedings.

The Judge, while admitting that the Board had the right to rescind or vary its own orders, held that this right, like other rights in the Act, was subject to the exercise of the jurisdiction of a superior court in proper *certiorari* proceedings. He did not agree that the application to amend was a wholly new and independent inquiry. The order which the Union wanted amended was the one before the Court and concerned the same parties as were involved in the *certiorari* proceedings. If an amendment were granted, it would substantially alter the rights of the parties as they existed at the time the proceedings began. It was not only the right but the duty of the Court to preserve the rights of the parties as nearly as possible in *status quo* until the merits could be fully tried. In his opinion the interim stay was properly granted and should be continued until the final disposition of the original application.

Turning then to the application to quash the order, the Judge said that the question to be decided was the Board's right to order a conditional reinstatement.

Section 5(f) of the Trade Union Act provides:

5. The Board shall have power to make orders:

(f) requiring an employer to reinstate any employee discharged under circumstances determined by the Board to con-

stitute an unfair labour practice, or otherwise contrary to the provisions of this Act.

The Judge said that this section empowered the Board to order the employer to reinstate the employee or employees. He agreed with the judicial interpretation given to the word "reinstate" in a Scottish case, *Jackson v. Fishers Foils Ltd.* (1944) KB 316, where Lord Cooper, in dealing with the meaning of the word "reinstated", said:

The natural and primary meaning of "to reinstate" as applied to a man who has been dismissed (*ex hypothesi* without justification) is to replace him in the position from which he was dismissed, and so to restore the *status quo ante* the dismissal.

Applying this definition to Section 5(f) of the Act, Mr. Justice Culliton said that the only power which the Board had after having found an unfair labour practice or some other contravention of the Act by the employer was to order the employees reinstated in the positions from which they had been dismissed and restore the *status quo ante* dismissal. In his opinion the Board had no authority to make a conditional reinstatement order and it followed that an order which contained both an error in law and an excess of jurisdiction could not stand.

The Union counsel had argued that the order was severable; that if the Court found the order for reinstatement bad in law, and that was the only finding, then that part of the order only should be quashed. The same argument had been advanced in a recent case, *Re Simpsons-Sears Limited and Department Store Organizing Committee Local 1004* (L.G., July, p. 000), and had been rejected by Chief Justice Martin, who held the order was not severable. That decision must be followed in this case. He therefore quashed the order with costs. *Re Trade Union Act; Re Blackwoods Beverages Limited and Dairy Employees, Truck Drivers and Warehousemen, Local 834* (No. 1) (1956) 18 WWR 481.

### Supreme Court of Ontario...

... holds Board exceeded jurisdiction in certifying bargaining agent for "managerial" employees

Certification orders of the Ontario Labour Relations Board applying to methods men, rate setters, time study men and motion time study men in the employ of the



Canadian General Electric Company were partially quashed in the Supreme Court of Ontario, in a decision given May 14, on the grounds that all of these classes of employees except time study men exercise managerial functions and are therefore not employees as defined in the Ontario Labour Relations Act.

On December 13, 1954, the Ontario Labour Relations Board issued certification orders designating the Methods, Wage Rate and Senior Cost Technicians Association of Ontario, Local 166, American Federation of Technical Engineers (AFL), as bargaining agent for all methods men, rate setters, time study men and motion time study men in the employ of the Canadian General Electric Company Limited at Peterborough, at the Davenport Works in Toronto, and at Guelph. Departmental supervisors and persons above that rank were excluded from the bargaining unit.

The Company brought a motion in the Supreme Court of Ontario to have the certification orders reviewed and quashed, on the grounds that the Board had no jurisdiction to certify the union as bargaining agent for these employees, because they exercise managerial functions and are employed in a confidential capacity in matters relating to labour relations.

Mr. Justice Wells, in his reasons for decision, dealt first with the question of the court's jurisdiction to deal with the application. He pointed out that if the Board acted within its jurisdiction, the Court did not have power to review its findings. Section 68(1) of the Ontario Labour Relations Act states that the Board has exclusive jurisdiction to determine whether a person is an employee. Section 1(3)(b) provides that no person shall be deemed to be an employee who is a manager or superintendent or who exercises managerial functions or is employed in a confidential capacity in matters relating to labour relations. He accepted the Company's contention that, to give itself jurisdiction, the Board is not entitled to make a wrong decision in law as to what constitutes the exercise of a managerial function or as to what constitutes an employee who is employed in a confidential capacity in matters relating to labour relations. This was in line with the principle, stated in the English case of *Bunbury v. Fuller*, that no tribunal of limited jurisdiction can give itself jurisdiction by a wrong decision on a point collateral to the merits of the case upon which the limit to its jurisdiction depends. This principle was approved by the Supreme

Court of Canada in the *Safeway* case (L.G., 1953, p. 1170). Therefore it was incumbent upon him to examine what the Legislature meant by the words "managerial function" and "employed in a confidential capacity in the matters relating to labour relations".

Counsel for the union submitted that the words "to exercise managerial functions" should be interpreted as meaning to be able to formulate, effectuate, decide and implement management policies. Mr. Justice Wells considered that this definition laid too much emphasis on authority and was too narrow. In his view, exercising managerial functions must include planning and laying out methods of work. Even though proposals and plans as to how work should be done may have to be approved by those higher in the organization of the company's management, the right to lay out plans is essentially part of the work of management.

The functions of the classes of employees subject to the Board's orders were obviously very close to the line, as was emphasized by the fact that the Board had divided three to two on the question.

Dealing first with the functions of methods men, Mr. Justice Wells examined the affidavits submitted to the Board and the record of the cross-examination by the union counsel of the Company's representatives at the Board hearing. The duties of a methods man were summed up in the affidavit as "to determine the methods whereby the Company can manufacture its products at the lowest cost and to review and improve the Company's existing methods of manufacture so as to reduce its costs". He concluded that a methods man has no final authority but has a very clear right to plan. He held that from the nature of their work, methods men must be deemed to be exercising managerial functions even though they are exercising them at the lowest level in the Company's hierarchy of management.

He then proceeded to examine the record as to the duties of time study men. From this he determined that a time study man is one who with a stop-watch watches an actual operation of manufacture and times it and who then makes a report on the result of his observation plus his personal valuation of the worker's performance. He has some discretion in valuing the efficiency of the workman but he has no function in planning or laying out work or directing or formulating policy. He is a gatherer of information for those exercising managerial functions. This would not come within the definition of managerial functions which

Mr. Justice Wells had adopted, and he considered that the application in so far as time study men were concerned should be dismissed.

Turning next to rate setters, the duty of a rate setter was described in the Company's affidavit as follows:

The duty of a rate setter is to determine times to be allowed by the Company for the performance of various operations involved in the manufacture of its product. When a rate setter has not sufficient information to permit him to determine what time should be allowed, it is his duty to call in some other member of the wage rate group to furnish the necessary information.

It was also clear from the cross-examination that a rate setter frequently acts as a delegate for the wage rate supervisor in approving of time studies. Wage rate supervisors were excepted from the employees covered by the certification order, and in Mr. Justice Wells' view, the work of rate setter is so closely intertwined with that of the methods man and the wage rate supervisor that it could not be effectively disentangled from their functions, which are managerial functions. In itself, the work of a rate setter has a direct influence on what is paid for work and what time is allowed for work to be done when the work is on an incentive basis. For these reasons he held the rate setter's duties to be an integral part of management functions.

The duty of a motion time study man was described by the Company as follows:

The duty of a motion time study man is to analyse various operations performed or to be performed by workmen and to determine how the operation can be performed with the fewest motions. Having decided what motions are necessary, he must break these down into the individual motions involved. The time allowed for each motion is determined by reference to motion time study sheets and in this manner the time required by a qualified workman to perform those operations under normal conditions may be determined.

From this and from the record of cross-examination of company officials it appeared clear to Mr. Justice Wells that the motion time study man does work which is very closely related to that of the methods man and that he plays a direct part in laying out the work, in planning it and in determining the methods by which it is to be done, and therefore comes within the class of those exercising managerial functions.

In view of his findings with respect to managerial functions, Mr. Justice Wells stated that it was not necessary for him to discuss in detail whether these various

classes of employees can be brought under the other prohibition found in the statute, the exclusion from the term employee of one who is employed in a confidential capacity in matters relating to labour relations, but in his view it had not been established that they could be brought within this exclusion.

The certificates of the Board in respect of methods men, rate setters, and motion time study men were accordingly quashed. *Supreme Court of Ontario*, May 14, 1956.

### Quebec Superior Court...

... because time limit expired, dismisses action against third party in workmen's compensation case

On April 1, 1955, the Quebec Superior Court dismissed an action of a workman for damages against the Montreal Transportation Commission brought nine months after the accident, holding that the period within which such an action could be instituted was limited to six months from the date of the accident.

Mr. Justice Batshaw delivered the judgment of the Court. The plaintiff was employed by the Home Family Laundry Inc., and while driving one of his employer's trucks on March 4, 1953, was injured in a collision with a streetcar of the Montreal Transportation Commission. He received an indemnity from his employer under the Workmen's Compensation Act but sought to recover from the Commission an additional \$9,600 damages, the action being served on December 9, 1953. In a separate action, Home Family Laundry Inc. had sued the Montreal Transportation Commission for damages sustained by its truck in the collision. The Court found that the collision was the sole fault of the defendant's motorman and that the Commission was liable for the damages occasioned by the accident.

The defendant contended that, irrespective of whatever loss the plaintiff might have suffered, his right of action was prescribed when the suit was instituted, more than nine months having elapsed between the date of the collision and the serving of the action. He maintained that to be admissible an action against the Commission had to be brought within six months, since the legislation setting up the Commission adopted the same prescription period of six months as was contained in the charter of the City of Montreal with respect to cases of quasi-offences.

The plaintiff, on the other hand, claimed that, in accordance with Section 8 of the Workmen's Compensation Act (which enables an injured workman to sue the

third party allegedly responsible for the accident), he was limited in his right of action only by the prescription provided by the Civil Code, which he maintained was a period of 12 months.

Section 8 of the Workmen's Compensation Act reads as follows:

Notwithstanding any provision to the contrary and notwithstanding the fact that compensation may have been obtained under the option contemplated by subsection 3 of Section 7, the injured workman, his dependents or his representatives may, before the prescription enacted in the Civil Code is acquired, claim, under common law, from any person other than the employer of such injured workman any additional sum required to constitute, with the abovementioned compensation, an indemnification proportionate to the loss actually sustained.

His Lordship pointed out that the Civil Code (Article 2262, par. 2) limits claims for bodily injuries to one year but that it specifically excepts "cases regulated by special laws". His Lordship continued

This exception is reinforced further by the provisions of art. 2263 C.C. which acknowledges that the short limitations and prescriptions established by Acts of Parliament follow the rules peculiar to them.

Since the present case was governed by a special law, the statute creating the Montreal Transportation Commission, the Court ruled that there was no conflict and that the six months' prescription contained in the special statute applied. Even if there were a conflict between the six-month period of the special statute and the one-year limitation provided by Article 2262 for claims for bodily injuries in certain cases, the Court stated, there was ample authority for the view that the more recent special statute would prevail. The action was therefore dismissed with costs. *Bergeron v. Commission de Transport de Montréal* (1956) CS 59.

## United States Supreme Court...

... rules that union shop agreement under Railway Labor Act not invalidated by "right-to-work" law

In an unanimous decision delivered on May 21, 1956, the Supreme Court of the United States ruled that a union shop agreement made under the federal Railway Labor Act was not invalidated by a state "right to work" law, and that the provisions of the Act permitting union shop agreements were within the power of Congress under the Commerce Clause and did not violate either the First or the Fifth Amendments to the United States Constitution. The decision reversed a ruling of the

Nebraska Supreme Court. Mr. Justice Douglas gave the decision of the Court. Mr. Justice Frankfurter wrote a concurring opinion.

Mr. Justice Douglas noted that between 1934 and 1951 union shop agreements were prohibited by the Railway Labor Act, the original prohibition having been enacted at a time when the union shop was being used by employers to establish and maintain company unions "thus effectively depriving a substantial number of employees of their right to bargain collectively". By 1950 company unions had virtually disappeared from the industry and between 75 and 80 per cent of railroad employees were members of labour organizations. In 1951 Congress amended the Act, in response to pressure by railway unions, to permit the negotiation of union shop agreements, any other law, state or federal, to the contrary notwithstanding.

(Under this provision, a railway or airline company and a union may include a union shop clause in their collective agreement, requiring all employees, as a condition of continued employment, to become members of the labour organization representing their craft or class within a 60-day period following the beginning of employment or the effective date of the agreement.)

The suit was brought in the Nebraska courts by employees of the Union Pacific Railroad Company who objected to becoming members of the unions with which the company had a union shop agreement. It was alleged that failure on their part to join the union would mean the loss of their employment together with seniority, retirement, pension and other rights. They asked for an injunction restraining the company from enforcing and applying the union shop agreement, claiming that the agreement violated the "right-to-work" provision of the Nebraska Constitution, as implemented by the Nebraska "right-to-work" law.\*

\*Seventeen States have "right-to-work" laws which forbid making union membership or non-membership a condition of employment. These laws are valid in the field of interstate commerce (apart from the railroad and airline industries) by virtue of Section 14(b) of the Taft-Hartley Act, which provides that, where a state places greater restrictions upon union security provisions than does the federal law, the state law will prevail. As a result, the union shop which is expressly legalized in the Taft-Hartley Act, is unlawful in the states which have "right-to-work" laws. The situation under the Taft-Hartley Act is thus in contrast with that under the Railway Labor Act, which provides that union shop agreements may not be banned by state laws in the railroad and airline industries.



Affirming the issue of an injunction by the trial court, the Supreme Court of Nebraska held that the state "right-to-work" law superseded the Railway Labor Act amendment. It found that the union shop agreement violated the First Amendment in that it deprived the employees of their freedom of association and the Fifth Amendment in that it required the members to pay for many things besides the cost of collective bargaining. [The First Amendment forbids Congress to make any law "abridging the freedom of speech... or the right of the people peaceable to assemble..." The Fifth Amendment prohibits the taking of life, liberty or property "without due process of law".]

On the issue of the conflict between state and federal law, Mr. Justice Douglas stated that, if private rights were being invaded, it was by force of an agreement made pursuant to federal law which expressly declares that state law is superseded. The 1951 amendment allows the negotiation of a union shop agreement notwithstanding any law "of any state". As a result, the Court held:

A union agreement made pursuant to the Railway Labor Act has, therefore, the imprimatur of the federal law upon it and by force of the Supremacy Clause of Article VI of the Constitution could not be made illegal nor vitiated by any provision of the laws of a state.

Article VI of the Constitution provides:

This Constitution, and the laws of the United States which shall be made in pursuance thereof... shall be the supreme law of the land; and the judges in every state shall be bound thereby, any thing in the Constitution or laws of any state to the contrary notwithstanding.

In the absence of conflicting federal legislation there was no doubt, Mr. Justice Douglas continued, that it was within the police power of a state to prohibit the union shop or the closed shop. However, the power of Congress under the Commerce Clause of the Constitution to regulate labour relations in interstate industries was well established. "Industrial peace along the arteries of commerce is a legitimate objective," the Court declared, "and Congress has great latitude in choosing the methods by which it is to be obtained."

It seemed to the Court that the choice by Congress of the union shop as a stabilizing force was an allowable one. Asserting that the question was one of policy with which the judiciary had no concern, although

much might be said *pro* and *con* if the policy issue were before the Court, Mr. Justice Douglas stated:

Congress, acting within its constitutional powers, has the final say on policy issues. If it acts unwisely, the electorate can make a change. The task of the judiciary ends once it appears that the legislative measure adopted is relevant or appropriate to the constitutional power which Congress exercises. The ingredients of industrial peace and stabilized labor-management relations are numerous and complex. They may well vary from age to age and from industry to industry. What would be needful one decade might be anathema the next. The decision rests with the policy makers, not with the judiciary.

On the question of whether the union shop agreement restricted employees' constitutional freedoms, Mr. Justice Douglas noted that:

It is said that the right to work, which the Court has frequently included in the concept of "liberty" within the meaning of the Due Process Clauses, may not be denied by the Congress.

While the question remained whether the long-range interests of workers would be better served by one type of union agreement or another, and "to require, rather than to induce, the beneficiaries of trade unionism to contribute to its costs may not be the wisest course", Mr. Justice Douglas said that Congress might well believe that this policy would help insure the right to work in and along the arteries of interstate commerce, and added "no more has been attempted here".

Emphasizing the limited nature of the union shop provisions permitted by the law, the Court pointed out that the Act provided explicitly that no conditions to union membership might be imposed except as respects "periodic dues, initiation fees, and assessments". The financial support required related, therefore, to the work of the union in the realm of collective bargaining. The assessments that might be lawfully imposed did not include "fines and penalties," thus precluding the imposition of financial burdens for disciplinary purposes.

In reply to the argument that the union shop agreement forced men into ideological and political associations which violate their right to freedom of conscience, freedom of association and freedom of thought, the Court found on the record there was no more an infringement of First Amendment rights than there would be in the case of a lawyer who by state law is required to be a member of an integrated bar.

The Court added, however, that its judgment would not prejudice a future ruling in a case "if other conditions are in fact

imposed or if the exaction of dues, initiation fees, or assessments is used as a cover for forcing ideological conformity or other action in contravention of the First Amendment”.

Summing up the Court's decision, Mr. Justice Douglas stated that:

We only hold that the requirement for financial support of the collective-bargaining agency by all who receive the benefits of its work is within the power of Congress under the Commerce Clause and does not violate either the First or Fifth Amendments.

Mr. Justice Frankfurter in his separate opinion outlined the body of legislation which had been enacted by Congress affecting industrial relations in the railroad industry to show that the main point of attack against the 1951 amendment to the Act “raised questions not of constitutional validity but of policy in a domain of legislation peculiarly open to conflicting views of policy”. The course of legislation constituted “a body of empiric responses by Congress to new problems or new insight for dealing with old problems”.

Noting that there had been a change in the Court's understanding of industrial problems affecting railroads, a change which itself reflected “to no small degree” a changed attitude of the railroads towards the railway labour unions, Mr. Justice Frankfurter said, “We have come full circle from the point of view in the *Adair* case” [*Adair v. United States* (1908)].

There the railroads... successfully resisted an Act of Congress which outlawed what colloquially became known as the “yellow-dog contract”. We are now asked to declare it beyond the power of Congress to authorize railroads to enter into voluntary agreements

with the unions to which the overwhelming proportion of railway employees belong whereby all their workers are required to belong to such unions, provided, of course, that the unions be open unions, i.e., that membership in the unions be available on ordinary, appropriate terms.

It seemed to him, Mr. Justice Frankfurter concluded, that the constitutional objections to the union shop provision were “conclusively and compendiously answered” by Mr. Justice Holmes in his dissenting opinion in *Adair v. United States* when he said:

Where there is, or generally is believed to be, an important ground of public policy for restraint the Constitution does not forbid it, whether this court agrees or disagrees with the policy pursued. It cannot be doubted that to prevent strikes, and, so far as possible, to foster its scheme of arbitration, might be deemed by Congress an important point of policy, and I think it impossible to say that Congress might not reasonably think that the provision in question would help a good deal to carry its policy along. But suppose the only effect really were to tend to bring about the complete unionizing of such railroad laborers as Congress can deal with. I think that object alone would justify the act. I quite agree that the question what and how much good labor unions do, is one on which intelligent people may differ—I think that laboring men sometimes attribute to them advantages, as many attribute to combinations of capital disadvantages, that really are due to economic conditions of a far wider and deeper kind—but I could not pronounce it unwarranted if Congress should decide that to foster a strong union was for the best interest, not only of the men, but of the railroads and the country at large.

*Railway Employees' Department AFL et al v. Hanson et al*, Supreme Court of the United States, May 21, 1956.

## Recent Regulations under Provincial Legislation

Manitoba safety regulations for building trades are revised. Latest CSA Boiler and Pressure Vessel Code incorporated in N.B. regulations

The new regulations under the Manitoba Building Trades Protection Act setting out precautionary measures which must be taken to prevent accidents in construction and excavation work include a provision requiring a notice of intention to excavate to be sent to the Minister of Labour before work is begun on trench excavations more than six feet deep or other excavations exceeding eight feet in depth.

Regulations under the New Brunswick Stationary Engineers Act incorporate the provisions of the latest edition of the CSA Code governing the design, construction

and inspection of boilers, pressure vessels and fittings, and contain comprehensive rules for repairs by fusion welding.

In Alberta, regulations respecting the examination and licensing of barbers under the Tradesmen's Qualification Act now permit persons with one year's practical experience or a diploma in subjects pertaining to the trade from an approved school to qualify for examination for a certificate of proficiency. The trade of machinist was designated as a trade under the Apprenticeship Act.

The schedule of industrial diseases under the British Columbia Workmen's Compensation Act was amended with respect to tuberculosis and dermatitis, making more persons eligible for compensation in the event that they contract these diseases in the course of their employment.

An order of the Minister of Labour declared the Nova Scotia Apprenticeship Act to apply to the carpenter trade in the County of Halifax.

Other regulations deal with permits to do plumbing in Saskatchewan, summer hours in shops in St. John's, Newfoundland, and living allowances to apprentices registered under the Newfoundland Apprenticeship Act.

### **Alberta Apprenticeship Act**

The trade of machinist was designated as a trade under the Apprenticeship Act by a regulation authorized by O.C. 748-56 and gazetted on June 15. As a result, apprentice machinists will be indentured under the Act and no person eligible to be an apprentice may be employed in the trade for more than three months without entering into an apprenticeship contract or receiving the permission of the Apprenticeship Board.

Other trades designated under the Apprenticeship Act in Alberta are the building trades and the trades of electrician, motor vehicle repairman, radio technician, welder, and refrigerator mechanic.

The machinists trade is also a designated trade under the Acts of Newfoundland, Nova Scotia and British Columbia, and it is one of the trades to which the apprenticeship system may be applied in New Brunswick.

### **Alberta Tradesmen's Qualification Act**

The regulations governing the examination and licensing of barbers under the Tradesmen's Qualification Act were amended by O.C. 697-56, gazetted on June 15.

Three classes of certificates were provided for in the regulations issued in 1953 (L.G., 1953, p. 737): certificates of proficiency, temporary certificates of proficiency and apprentice certificates. A new provision states that no person may engage in the trade unless he is at the time the holder of a subsisting certificate issued under the Act.

Examinations consist of practical and theoretical examinations based on the course of studies for Barber Trade Schools as set out in regulations under the Trade Schools Regulation Act. To be eligible for

examination for a certificate of proficiency, a candidate must have at least one year's practical experience in the trade. Formerly, two years' practical experience were required. Now, also, a person who has a diploma in subjects pertaining to the trade from an approved school is eligible for examination. Formerly, the maximum time credit given for technical training was one year, and an additional year of practical experience was necessary.

The temporary certificate of proficiency formerly issued at the discretion of the Board of Examiners to a candidate who failed to qualify for a certificate of proficiency but obtained not less than 60 per cent of the allotted marks will now be issued by the Department of Industries and Labour. The certificate will expire at the pleasure of the Department, and the holder may be called upon to try another examination at any time.

The apprentice certificate which may be issued by the Department permitting a person with some proficiency in the trade to continue his training under the direct supervision of a barber holding a certificate of proficiency will now be valid for one year instead of two. If, at the end of that time, the apprentice fails to pass the required examination, he may be issued another apprentice certificate valid for another six months, after which he must be re-examined.

Instead of the Board of Examiners, the Department will conduct all examinations and determine the candidate's eligibility to write and decide as to his efficiency. A candidate who wishes to appeal must apply to the Department within 30 days after the examination to have his case reviewed by the Board of Appeal, submitting the required fee. After considering the report of the Appeal Board, the Department may issue a certificate, ask the applicant to try another examination, confirm the decision of the examiners or deal with the case in some other way. If a certificate is issued, the fee will be refunded.

### **British Columbia Workmen's Compensation Act**

#### **Schedule of Industrial Diseases**

The Workmen's Compensation Board, with the approval of the Lieutenant-Governor in Council, has amended the schedule of industrial diseases under the Workmen's Compensation Act with respect to tuberculosis and dermatitis, making more persons eligible for compensation in the event that they contract these diseases in the course of their employment.



A regulation, gazetted and effective May 31, provides that persons who contract tuberculosis while employed by the British Columbia division of the Canadian Arthritis and Rheumatism Society are now eligible for workmen's compensation under the same conditions as other workers for whom tuberculosis is a compensable industrial disease. Registered nurses for whom optional protection or independent operator protection has been purchased under the Workmen's Compensation Act are also eligible under the new regulation.

To receive compensation, the worker must have been free from evidence of tuberculosis when it became an industrial disease applicable to him (in this case May 31, 1956) and must have been free from it on first becoming employed or on re-employment after an absence of more than one year. He must continue to be free from evidence of tuberculosis for the first six months of employment unless a negative tuberculin test showed him to be free from infection at the time of employment.

Previous regulations provided for compensation for employees who contracted tuberculosis while working in one of the following places: a hospital, private hospital, sanatorium, clinic, or any branch of the Victorian Order of Nurses; a prison hospital unit of the Province of British Columbia; a public health unit of the provincial government, a municipality, the University of British Columbia or a school board; any employment where the work performed by a social welfare worker employed by the Province of British Columbia or by a municipality is of a nature and kind usually performed by any such public health unit; the British Columbia Medical Research Institute; and the Department of Bacteriology of the University of British Columbia.

As a result of another regulation, gazetted and effective June 14, persons are eligible for compensation if they contract dermatitis while employed in any process or industry involving the use of or direct contact with any wood or wood dusts. Previously, compensation was payable only when dermatitis was contracted from contact with specific woods, namely, alder, cedar or cedar-bark fluff, hemlock, mahogany, spruce and teak.

### **Manitoba Building Trades Protection Act**

Regulations under the Building Trades Protection Act prescribing precautionary measures for the prevention of accidents in construction and excavation work authorized by Man. Reg. 43/56 were gazetted on June 16, replacing those approved by Man.

Reg. 11/52 (L.G., 1952, p. 788). The principal changes are in the rules respecting excavations and caissons, especially the shoring requirements, which are more stringent than formerly.

This concern with safety in underground work, where a considerable number of accidents occur, is shared by other provinces. Within the past year Ontario has issued regulations under the Trench Excavators Protection Act setting out methods of shoring and timbering (L.G., Oct. 1955, p. 1173) and the British Columbia Workmen's Compensation Board has recently published a booklet on recommended shoring practices as well as regulations governing the use of diesel equipment in underground construction work.

As in the earlier Manitoba regulations, there is a provision stating that it is the duty of every employer and every person acting in a supervisory capacity to see that all scaffolding, staging, flooring, hoists, derricks, ladders, slings, shoring and other types of equipment used are safe and suitable and are constructed and operated so as to afford reasonable safety to workers employed in construction or excavation work. Specific safety standards are set out for covered passageways, scaffolding, ladders, hoists, skeleton steel frame buildings, excavations, machinery and personal protective equipment. There are also rules respecting explosives, first aid, the reporting of accidents and the powers of inspectors. Although many of the provisions are the same as those in the earlier regulations, some changes have been made in the decking requirements for scaffolding and in the provisions respecting first aid equipment in addition to the new rules for excavation work previously mentioned. Some of the provisions are summarized below.

### **Excavation Work**

#### *General Requirements*

A notice of intention to excavate must now be sent to the Minister of Labour by both the owner of the land and the contractor proposing to make a trench excavation more than six feet deep or any other excavation more than eight feet deep. The notice must include the following information: the name and address of the owner of the land, the contractor (if any) and the supervisor in charge of the excavation; the proposed depth and width of the excavation; the type and condition of the soil; the location of any pipes, conduits or prior excavations in or adjacent to the proposed excavation. This rule does not apply, however, to a public utility or a municipal corporation making excavations

for its own purposes or to a licensed and bonded sewer contractor who has been exempted by the Minister.

Every excavation is to be supervised whenever workmen are allowed in it by supervisors appointed by the employer. A system of audible signals must be maintained in every trench excavation and its workings explained to every workman. No person may be allowed to work in a trench excavation more than six feet deep unless he wears a safety hat.

### *Shoring*

The shoring provisions are more stringent than formerly. They do not apply, however, to a part of a trench excavated for a pipe line or conduit if the trench is mechanically excavated, if the sections of the line or conduit are permanently assembled before being mechanically placed in the trench, and if the trench is mechanically back-filled, provided workmen are prohibited from entering the trench or approaching too close to the operations.

The new regulations provide that unless the sides of an excavation are sloped at an angle at least 10 degrees shallower than the angle of repose of the ground in which it is being made, every excavation more than six feet deep where an employee is in danger of being trapped must be shored so that the walls cannot collapse or cave in. Additional reinforcements and precautions are to be applied promptly whenever required. As an alternative to close-shoring in materials of low supporting qualities, an excavation may be made with its walls sloped at not less than the angle of repose of the material of which the ground is composed, provided a trench cage of approved design is used and provided workmen are allowed to work only within the trench cage. The walls of the excavation must be supported by substantial sheeting, sheet piling, bracing or shoring the design of which has been based on proper calculations of pressure, type and condition of material to be retained, added weights of nearby structures, vehicles, machinery and stored materials, vibrations from equipment, blasting, traffic and other conditions.

All shoring, stringers and braces must be made of wood at least two inches thick and six inches wide or of material equally strong. If the excavation is more than eight feet deep, the shoring dimensions are to be increased accordingly. When not individually braced, all shoring and sheathing must be held in position by horizontal stringers at intervals of not more than five feet. All shoring, sheathing, stringers,

braces, ladders and other supports and all cables and ropes are to be maintained in good condition.

Specific rules are set out respecting the placing of shoring. Except in trench pocket operations, shoring is to be placed vertically against the walls of the excavation and must project at least 18 inches above the level of the excavation unless the Minister approves a different arrangement. Horizontal shoring is permitted, however, in operations where six-foot long trenches are cut at intervals and linked up underground by horizontal tunnels. In hard compact materials other than hard pan the shoring must be at intervals not exceeding four feet and must extend to within three feet from the bottom. Sand, quicksand and other materials with low supporting qualities are to be close-shored with solid sheathing down to within 18 inches from the bottom. In other materials the shoring must be placed at intervals not exceeding two feet on centres down to within 18 inches from the bottom.

Where sewer or conduit work is being performed from a series of vertical holes spread at intervals, every hole must be adequately shored. The shoring may be by sectional metal cylindrical sleeves of adequate strength with continuous sheathing from within 18 inches of the bottom of the hole to 12 inches above the ground surface. Before any trench-cage is put into use, its design and specifications must be reported to the department and an approval certificate secured which must be produced for an inspector on request.

### *Mechanical Excavating Equipment*

Where mechanical excavating equipment is used, all shoring, sheathing, stringers and bracing must be carried up to the point at which any workman is engaged or to within 15 feet of where the equipment is operating, and may not be removed as long as men are working in the excavation. If a trench-digger or backhoe is used, the digging portion of the equipment is to remain in the excavation while cribbing is proceeding. While mechanical excavating equipment is being used the workmen are to be supervised by the operator as well as by the person regularly in charge of trench operations. Extra precautions are to be taken to prevent jarring or vibration of the mechanical equipment causing the walls or shoring to cave in or collapse.

### *Ladders*

Excavations more than six feet deep must be equipped with one or more ladders to permit workers to descend and ascend in safety. The Minister may approve other

means of exit and entry, but this in no way relieves the employer of his responsibility for the safety of the men. Workers are also to be protected against falling materials and no material may be placed within 36 inches of the edge of the excavation.

#### *Gas Fumes*

If gas fumes or other hazards are believed to exist in any trench or other confined place, no workman may enter without an approved safety harness and lifeline in good working condition. The workmen must also be under the direct supervision of another workman, who must be ready to effect a rescue if necessary. Before a workman is allowed to enter an area where breathing hazards may exist, tests are to be made to estimate the extent of the danger. Later, periodic checks are to be made in order to detect any changes in the atmosphere.

If noxious fumes are present, the workman is to be supplied with a respirator of an approved type. Airlines are also to be installed when needed to supplement and maintain a sufficient supply of air. The workman, on his part, has a duty to wear and use all protective equipment supplied him.

#### *Staging*

When staging or scaffolding for removing materials taken from an excavation is erected independent of the shoring or timbering, it must be strong enough to protect persons working on it or in the excavation below from collapse of the staging or from falling objects. If the staging is attached to the shoring and timbering of the walls of the excavation, the shoring must be reinforced so as to withstand the additional load. When staging or shoring is removed, the work must be supervised by an experienced person appointed by the employer.

#### *Caissons*

There are several new provisions among the special rules applicable to tunnels, accessory shafts and caisson excavations, except tunnel construction in connection with mines. All caissons are to be properly shored and protected to prevent any cave-in, with shoring placed every six feet in depth except where the caisson is lined by metal sleeves. The shoring must project at least four inches above the ground if there is no decking and above the level of the deck where there is decking. Any tunnel extending two feet or more from the shaft must be shored and all sheathing constructed so as to prevent loose earth

from falling on the workmen. Shoring may be removed only to carry out repairs and must be replaced immediately after repairs are completed.

A new provision states that every caisson excavation more than 48 inches in diameter is to be decked so as to secure rigidity, with the decking covering all of the excavation except a central hole large enough to allow passage of the bucket. Adequate provision must also be made for air supply and for protection against gas fumes and other hazards.

A contractor engaged in caisson excavation where ladders cannot be installed in the manner prescribed must have the written approval of the Minister before using other means of exit and entry. The Minister's approval, however, does not relieve the contractor of his responsibility for the safety of the workmen.

As previously, when workmen are required to work at higher than normal air pressure in any caisson or tunnel work, adequate air-locks and all other standard equipment approved for such work must be supplied and maintained in good working order and inspected and tested daily or at every change of the shift, whichever is the oftener.

### **Scaffolding**

#### *General Requirements*

As in previous regulations, the minimum standard for scaffolding is that it must be strong enough to carry twice the maximum load it may be called upon to support. Manufactured scaffolding and hoists may be used provided they pass the load tests and incorporate the safety features required by the regulations and have been approved by the Minister.

Unless otherwise provided for, the deck of all scaffolding must be at least 24 inches wide and must be supported by adequately braced uprights placed at intervals not exceeding 10 feet. Except on one-storey frame buildings, a guard rail and toe-board are to be placed along the outer side whenever workmen are liable to fall more than six feet.

#### *Special Scaffolding*

Additional precautions are prescribed for scaffolding used for special purposes. Scaffolding on which bricklayers, stonemasons, plasterers and other trades work and place their immediate supply of building materials are to be at least 48 inches wide where the workmen is liable to fall more than six feet. The support and bracing of the deck are also to be strengthened. On the application of the contractor,



however, the Minister may permit narrower scaffolding to be used where the location of the work makes it impossible to conform to the regulations. Foot planks and raisers are to be no more than 12 inches above the deck or ground level upon which they are based and neither bricks nor blocks are to be used to raise the deck or a scaffold more than 12 inches. A guard rail and toe-board are to be provided when required by the regulations. Where scaffolding is to be used by persons engaged in cornice work it must extend at least 24 inches beyond the finished face of the cornice.

### *Swinging Stages*

Any platform or scaffold suspended from above must be of a type approved by the Minister and must be secured so as to prevent it from swaying or becoming unfastened by accident and balanced so that it hangs on a horizontal plane. The deck must be at least 24 inches wide and protected with toe-board and guard rail. The new regulations specify, however, that if the suspended staging or platform is to be used exclusively by painters, decorators or sign workers in a place where a workman is not liable to fall more than six feet, the width of the deck may be reduced to 16 inches, provided a taut lifeline is stretched horizontally at approximately waist level along the inner side of the staging or platform.

### **Machinery and Equipment**

As before, safety standards are prescribed for hoisting machinery and other equipment such as salamanders and portable power saws. Gasoline, gas or oil operated heaters or salamanders used in an enclosure must be of an approved type and the enclosure must be adequately ventilated so as to carry away all smoke or gas fumes.

All ropes, cables, chains, blocks, and other equipment must be carefully inspected by the contractor or person in charge of the work before they are used and at frequent intervals during use. If any defect is discovered the equipment may not be used except under conditions laid down in a written order of an inspector. A new provision stipulates that the cab or driver's seat of a truck must not be occupied by any person while the truck is being loaded by equipment which may involve booms or buckets or other containers passing over the cab.

### **First Aid**

The employer must provide every construction project with an adequate supply of first aid boxes or cupboards, equipment

and services in accordance with the requirements of the First Aid Service Regulations under the Workmen's Compensation Act. In a project where fewer than 40 persons are employed, the employer must now ensure that at least one employee is the holder of a First Aid certificate from the St. John Ambulance Association. Where more than 40 persons are employed there must be at least two certificate-holders.

### **Accidents**

If, as a result of an accident, a workman suffers a disability within the meaning of the Workmen's Compensation Act, the employer is still required to forward to the Department of Labour either a report on a form prescribed by the Minister or a copy of the report furnished by the Workmen's Compensation Board. In the event of a serious or fatal accident the employer must notify the Department immediately by telephone, messenger or telegram. No equipment or material involved in the accident may be moved except to release a workman or to avoid creating an additional hazard until an inspector has investigated the scene and has authorized the removal.

### **General**

The provision which allows an inspector to order an employer in writing to provide additional safeguards whenever he considers them necessary for the safety of the workmen is still in effect, as is the regulation which requires employers and workmen to obey all statutes, regulations and by-laws applicable to their particular work or trade.

### **New Brunswick Stationary Engineers Act**

Regulations under the Stationary Engineers Act governing the design, construction, installation and inspection of boilers, pressure vessels and fittings authorized by O.C. 56-344, and effective on August 1, 1956, were gazetted on June 13. These regulations incorporate the provisions of the latest edition of the Canadian Standards Association Code for Boilers and Pressure Vessels (CSA B51-1955). Another significant feature is a special section on repairs by fusion welding. The new regulations are to be cited as the New Brunswick Boiler and Pressure Vessel Code.

The regulations are in four parts. Part 1 contains general regulations, which, except for minor changes, are the same as those set out in the CSA Code; Part 2 has comprehensive rules for repairs by fusion welding; Part 3 consists of regulations covering existing installations; Part 4 sets out the fees for the registration of designs.

### *Part 1—New Installations*

Part 1, the main part of the new Code, sets out, with some necessary modifications, the general requirements and special provisions of the CSA Code governing design, construction, installation and inspection. More specifically, the subjects dealt with are: registration of designs and fittings; registration numbers and identification; blow-off pipes and tanks; boiler suspension and support; supplementary construction and installation requirements; pressure gauges; hot water tanks more than 24 inches in diameter; and welding procedures.

The rules apply to all installations made after August 1, 1956. In particular, they apply to: all steam and hot water boilers, pressure vessels, heat exchangers, air receivers, liquid receivers, steam plants, steam processors or any other pressure vessel, fitting or piping provided for in the Act or in the regulations. They do not apply, however, to boilers or unfired pressure vessels operating or under the supervision of the Board of Transport Commissioners of Canada; or to boilers or pressure vessels subject to inspection under the Canada Shipping Act; or to boilers in private residences unless otherwise provided by the Act.

Except as otherwise provided in the new regulations, the standards governing the design, fabrication, installation, testing and inspection of boilers, pressure vessels, piping and fittings are those set out in the 1952 editions of the following codes of the American Society of Mechanical Engineers and any subsequent amendments when such have been approved by the Chief Inspector: "Power Boilers", "Material Specifications", "Low Pressure Heating Boilers", "Miniature Boilers", "Unfired Pressure Vessels", "Qualifications for Welding", "Suggested Rules for Care of Power Boilers", "Boilers of Locomotives", and the ASA Code for Pressure Piping".

Propane gas storage tanks, other than portable cylinders, are to be constructed in accordance with the ASME Code with the vessel design pressure and safety valve setting in accordance with the National Board of Fire Underwriters Pamphlet No. 58. Portable cylinders are to be built according to specifications of the Board of Transport Commissioners of Canada (Designation: CRC) or the Interstate Commerce Commission (Designation: ICC). All piping used in connection with boilers, pressure vessels and pressure plants must meet the requirements of the ASME Code. Where these are not applicable, the ASA

Code for pressure piping will apply. Hot water tanks more than 24 inches in diameter are to be built in accordance with the 1952 ASME Code.

The registration requirements differ from the CSA Code in minor respects. Designs for boilers, pressure vessels and fittings must be submitted to the Chief Inspector for approval and registration as in other provinces. In New Brunswick, however, the Chief Inspector may accept, in lieu of prints and specifications, a sworn affidavit from the manufacturer on a prescribed form certifying that the vessel has been approved by the province in which the manufacturer's principal place of business is located.

### *Part 2—Rules for Repairs by Fusion Welding*

Repairs by fusion welding to boilers and pressure vessels installed on or after August 1, 1956, may be made only with the approval of an inspector, who will, if necessary, make an inspection before giving his consent. When the strength of the structure depends upon the strength of the weld, the repairs must be made by a "qualified welding operator" who is defined as a person who has passed the qualification tests required by the existing ASME Power Boiler Code or Section IX, ASME Welding Qualifications Code. Reports of these tests are to be kept available for review by an inspector. In other cases, repairs may be made by an "approved welding operator". This means a person who, not having passed the tests previously mentioned, has, nevertheless, demonstrated his ability to operate welding equipment by tests acceptable to the Chief Inspector and by experience during the six months preceding the request for approval of repairs.

The conditions under which repairs may be made are set out in detail. No welding may be done by a qualified welding operator on a plate thickness in excess of that for which he has been tested under the rules. The repairs that may be made are limited to low carbon steels of known weldable quality and having a carbon content of not more than 0.35 per cent. The welding of alloy material must be done in accordance with the requirements of the ASME Power Boiler and Unfired Pressure Vessel Codes. If cracks appear in the weld metal or adjacent plate while repairs are being made, they are to be completely chipped out and the plate rewelded.

The regulations specify that in certain locations repairs may be made only by a qualified welding operator. In other locations under prescribed conditions cracks

may be repaired and patches may be applied by either a qualified or an approved welding operator.

### *Part 3—Regulations Covering Existing Installations*

Safety requirements for boilers and pressure vessels installed before the regulations came into force are set out in Part 3. A formula for determining the maximum working pressure, to be used in calculating the factor of safety, is given. Boilers in use one year after the rules became effective are to be operated with a factor of safety of at least 4 with an increase to 4½ after five years. A second-hand boiler, where both the ownership and location have changed, is to have a factor of safety of 5½ unless the boiler has been constructed in accordance with the rules contained in Section 1 of the ASME Power Boiler Code, in which case the factor is to be at least 5.

The maximum allowable working pressure of steam heating boilers must not exceed 15 p.s.i. on a boiler used exclusively for low pressure steam heating. In no case is the maximum allowable working pressure on old boilers to be increased unless they are being operated at a lesser pressure than would be allowable for new boilers, in which case the changed pressure may not exceed that permitted for new boilers of the same construction.

The age limit of a horizontal-return tubular boiler having a longitudinal lap joint and carrying more than 50 pounds pressure is 20 years. No lap-joint boiler need be discontinued from service, however, solely on account of age until five years after the rules became effective.

The regulations setting out requirements for blow-off pipes and tanks, boiler suspension and support and other safety provisions for new boilers and pressure vessels apply to existing installations unless an exemption has been granted by the Chief Inspector.

### **Newfoundland Apprenticeship Act**

The general regulations under the Newfoundland Apprenticeship Act were amended by a new provision respecting the living allowance payable to an apprentice while taking the required course of technical instruction. The new regulation, which was gazetted on June 12, provides that the Minister of Labour may require an apprentice who fails to complete his course to pay back the whole or part of any sum paid him during the time he attended classes.

### **St. John's Shops Act**

Saturday closing of shops in St. John's, Newfoundland, was declared in effect from June 10 to September 16, 1956, inclusive, by a proclamation gazetted on May 29. The provision will not apply, however, when there is another whole holiday in the same week. For several years shops in St. John's have been required to be closed on Saturdays during the summer months.

### **Nova Scotia Apprenticeship Act**

The Nova Scotia Minister of Labour, by an order gazetted on June 13 and effective on July 2, 1956, declared the Apprenticeship Act to apply to the carpenter trade in the County of Halifax. The Act does not automatically apply throughout the province to the nine trades designated in the schedule, but the Minister is authorized to specify the part or parts of the province in which the Act is to apply in order that apprenticeship may be confined to areas where it can operate most satisfactorily.

As a result of the new order, no person under 21 years may be employed in the carpenter trade in Halifax County for longer than three months except under a registered apprenticeship agreement or except in specialized or repetitive work with the approval of the Minister.

Two earlier orders declared the Act to apply to the carpenter trade in the counties of Cape Breton, Inverness, Richmond and Victoria and to the motor vehicle repair trade in the city of Halifax and the town of Dartmouth (L.G., 1954, p. 565).

### **Saskatchewan Public Health Act**

Amendments to the plumbing regulations under the Saskatchewan Public Health Act, approved by O.C. 1059/56 and gazetted on May 25, differentiate between the cities and other urban areas of the province with respect to the qualifications required for permits to do plumbing installations.

Regulations issued in January 1954 (L.G., 1954, p. 426), provide that before a person may construct, reconstruct, replace, alter or extend any part of a plumbing system he must obtain a permit from the proper municipal authority. A home-owner in a municipality without a public sewerage system may obtain a permit to do plumbing on his own premises, but in all other cases applications for permits are to be made by plumbing contractors on a prescribed form and accompanied by specifications of the work to be performed and by the required fee.

*(Concluded on page 1025)*



# Unemployment Insurance

## Monthly Report on Operation of the Unemployment Insurance Act

Claims for benefit down 40 per cent in May from previous month's total and 14 per cent from May 1955 total, and "live" applicants decrease. Statistics\* show 84,099 claims in month, 188,927 applicants at May 31

Initial and renewal claims for unemployment insurance benefit were down 40 per cent in May from the previous month's total and 14 per cent from the May 1955 total.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 84,099 claims were received at local offices of the Unemployment Insurance Commission across Canada, compared with 135,369 during April and 97,623 in May 1955.

On May 31, the number of claimants having an unemployment register in the live file stood at 188,927 (132,145 males and 56,782 females), as against 292,063 (228,257 males and 63,806 females) on April 30, and 240,708 (176,267 males and 64,441 females) on May 31, 1955.

Adjudications on initial and renewal claims during May totalled 100,493, of which 66,712 were entitlements to benefit. Initial claims on which a benefit period was not established numbered 24,345, accounting for 72 per cent of the initial and renewal claims "not entitled". Disqualifications imposed totalled 18,836 (including 9,184 arising from revised and 216 from seasonal benefit claims), the chief reasons being: "voluntarily left employment without just cause" 5,604 cases; "not capable of and not available for work" 4,238 cases; and "refused offer of work and neglected opportunity to work" 2,388 cases.

The number of new beneficiaries during May was 78,232, compared with 126,654 during April and 94,663 during May 1955.

Benefit payments amounted to \$19,154,627 during May, in respect of 1,005,401 weeks, in comparison with \$33,201,609 and 1,743,909 weeks for April, and \$20,016,815 and 6,388,940 days for May 1955.

The number of complete weeks compensated was 919,555, constituting 91 per cent of the total weekly payments. Of the

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

85,846 weeks classified as partial, 57,153 or about 67 per cent were weeks during which the earnings reported by the claimant exceeded the level of allowable earnings for his particular benefit rate.

The estimated weekly number of beneficiaries during May was 228.5 thousand, compared with 415.2 thousand during April and 269.0 thousand during May 1955.

### Insurance Registrations

As the annual renewal of insurance books takes place during June, the usual statistics on the number of insurance books and contribution cards issued to employees are not available. The information will be available as from June 1, the first monthly report for 1956-57 being as at June 30, 1956.

As at May 31, employers registered numbered 285,768, an increase of 1,838 during the month.

### Enforcement Statistics

During May, 5,208 investigations were conducted by district investigators across Canada. Of these, 4,117 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 1,091 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 101 cases, eight against employers and 93 against claimants.† Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 495.‡

†These do not necessarily relate to the investigations conducted during this month.

\*See Tables E-1 to E-4 at back of book.

## Unemployment Insurance Fund

Revenue received in May totalled \$19,544,469.13, compared with \$20,572,071.77 in April and \$17,839,084.13 in May 1955. Benefit payments in May amounted to

\$19,135,164.15, compared with \$33,183,680.49 in April and \$19,999,190.90 in May 1955. The balance in the fund at May 31 was \$841,996,214.85; at April 30, there was a balance of \$841,586,909.87 and at May 31, 1955, of \$822,595,494.36.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB-1247, May 31, 1956

**Summary of the Facts:** This case stems from a labour dispute between General Motors of Canada Limited and the United Automobile Workers (CIO), which dispute originated in the spring of 1955 and eventually culminated in a general stoppage of work on September 19, 1955, at the various plants of the company in Ontario.

The claimant had been employed since 1950 as a gear lapper in St. Catharines, Ont., by McKinnon Industries, which firm is operated by General Motors of Canada, when he was temporarily laid off on September 7, 1955. He filed a claim for benefit the same day, which was allowed. On September 14 he was hired by Jordan Danforth Wines Limited in St. Catharines as a crusher operator and eight weeks later, *i.e.*, on November 5, 1955, he lost that employment. The employer reported on Form UIC 479 (confirmation of separation), "Temporary work at crushing time now completed."

In the meantime the claimant had been disqualified as of October 3, 1955, for having lost his employment with McKinnon Industries on account of a stoppage of work due to a labour dispute, pursuant to Section 63 of the Act. October 3 was the date given by the company on which he would have been recalled had it not been for the strike.

He filed renewal claims for benefit on October 31, 1955 and January 6, 1956, but the insurance officer did not consider that he had been "regularly engaged in some other occupation to an extent that he could be relieved of disqualification in connection with the labour dispute" at McKinnon Industries (subsection 1(c) of Section 63).

The claimant appealed his case to a board of referees which, after having heard his oral evidence in St. Catharines on February 16, 1956, upheld the insurance officer's finding by a majority decision.

From that decision, the claimant appealed to the Umpire. A hearing, which was requested on his behalf by the Canadian Labour Congress, was held in Ottawa on May 14, 1956. A. Andras, Assistant Research Director of the Canadian Labour Congress, represented the claimant, and C. Dubuc, Legal Adviser of the Unemployment Insurance Commission, appeared for the Commission.

**Conclusions:** According to Section 63(1) of the Act, an insured person who had lost his employment by reason of a stoppage of work attributable to a labour dispute at the factory at which he was employed is disqualified from receipt of benefit until—

- (a) the termination of the stoppage of work;
- (b) he becomes *bona fide* employed elsewhere in the occupation that he usually follows;
- or
- (c) he has become regularly engaged in some other occupation, whichever event first occurs.

The question at issue is whether or not the claimant became regularly engaged in some other occupation.

The expression "regularly engaged" is not defined in the Act, and I do not consider it advisable or proper to lay down a hard and fast rule. Whatever is its meaning, however, it apparently purports to mean something beyond the taking of temporary employment until the stoppage of work is finished. In other words, it involves an engagement beyond that found in a stop-gap employment.

In this case the evidence indicates clearly, as shown by the following facts, that, while the employment lasted eight weeks, it was merely a stop-gap job:

- (a) the claimant retained his unemployment insurance book with the McKinnon Industries;

- (b) he received a temporary contribution card to cover the period of his new employment which pertained only to the grape harvesting season;
- (c) he continued his membership with local 199 of UAW-CIO, which union has nothing to do with Jordan Danforth Wines Ltd.;
- (d) he served on picket duty after his separation from the winery and received groceries from the union;
- (e) he fully intended, as admitted, to return to the employ of the McKinnon Industries after termination of the stoppage of work.

Under the circumstances the majority finding of the court of referees must be upheld, and the appeal is dismissed.

This decision seems in accordance with the principle laid down in CUB-478.

### Decision CUB-1249, June 6, 1956

**Summary of the Facts:** The claimant, single, 27 years of age, worked as a claims auditor in Moncton, N.B., from February 22, 1946, to September 6, 1955, when she voluntarily left her employment.

On November 1, 1955, she filed an initial claim for benefit. She registered for employment as a general office clerk and stated that she would accept work at a salary of \$2,400 a year.

In reply to a request for additional information, she advised the local office that she had separated from her employment because it was affecting her health, as she was on her feet almost continually at filing cabinets and constantly bending; that she had asked to be assigned to other work but this could not be arranged and, rather than remain idle, was attending a secretarial course at a convent in Moncton since September 8, 1955. The hours of attendance were from 8:20 a.m. to 5:00 p.m., Monday through Friday, and on Saturdays from 8:20 to 12:00 noon.

On the facts before him, the insurance officer disqualified the claimant from receipt of benefit because, in his opinion, she was not available for work (Section 54(2)(a) of the Act).

From the decision of the insurance officer, the claimant appealed to a board of referees. She stated also that she was attending the course because she was unable to obtain other employment but that she was willing to discontinue the course if she could obtain suitable employment.

The board of referees which heard the claimant in Moncton on December 7, 1955, unanimously allowed her appeal.

On January 25, the regional office reported that the claimant had recently declined an offer of employment. Furthermore, they had been informed by the authorities of the convent that she had been in communication with them in January and June 1955 inquiring about attendance as a day student. The regional office also filed a copy of the claimant's letter of resignation in which she had given the pursuit of studies as the reason for leaving her employment.

From the decision of the board of referees, the chief claims officer appealed to the Umpire on March 20, 1956. Although this appeal was not brought within the time limit prescribed by the Act, the Umpire allowed it to proceed, pursuant to Section 75 of the Act.

In an additional submission dated April 3, 1956, the claimant explained that ill health was not given as the cause of her separation from employment because she felt that in so doing she would have unfavourably affected her chances of obtaining another position.

**Conclusions:** The finding of the board of referees is contrary to the intent of the Act and previous decisions of the Umpire dealing with similar cases.

The claimant's statement that she decided to return to school merely to fill in time until another job became available is not borne out by the evidence.

The facts indicate that she inquired about a secretarial course in January and June 1955, handed in her resignation, effective September 7, on the ground that she wished to further her education and was in attendance at the convent as a full-time student on September 8.

Her later contention that illness was the real cause of her separation from work adds little weight, under the circumstances, to the merits of her case.

She has contended also that she was willing to discontinue the course and accept suitable employment if and when available.

However, she has not submitted any tangible evidence to this effect. On the contrary, later information received indicates that, although she was registered for work as an office clerk, she turned down an offer of employment, as a bookkeeper machine operator at the prevailing rate of pay, for various reasons, one of which being that it failed to measure up to her last employment.

*(Continued on page 1066)*



# Labour Conditions in Federal Government Contracts

## Wage Schedules Prepared and Contracts Awarded during June

### Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 234 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 159 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd. ....	2	\$ 22,100.00
Dept. of Defence Production (May).....	166	273,567.00
R.C.M.P. ....	12	209,936.95

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

## Wage Claims Received and Payments Made during June

During June the sum of \$4,232.59 was collected from five employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 69 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during June

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Atomic Energy of Canada Limited

*Chalk River Ont:* M J Sulphur & Sons Ltd, construction of research laboratory.

### Central Mortgage and Housing Corporation

*Stellarton N S:* Thomas M Doyle, \*exterior painting of houses. *Chatham N B:* John A Kennedy & Co Ltd, installation of electrical distribution system. *Montreal Que:* L. N. Petersen, \*repairs to kitchen counter tops. *Nitro Que:* Rene McSween, \*repairs to sheds. *Valcartier Que:* George L Lennon, construction of school. *Belleville Ont:* Robert Carter, \*exterior painting. *Brantford Ont:* S Froggett, \*exterior painting of houses. *Fergus Ont:* Jannes Hartsema, \*exterior painting of houses. *Galt Ont:* M & M District Painters, \*exterior painting of houses. *Guelph Ont:* Albert Churcher, \*exterior painting of houses. *Lindsay Ont:* M Hummel, \*painting of housing units. *Meaford Ont:* Jannes Hartsema, \*exterior painting of houses. *Owen Sound Ont:* Jannes Hartsema, \*exterior painting of houses. *Winnipeg Man:* J H From, site improvement & planting; Sydney Parks, \*repairs at 1038 Mountain Ave. *Moose Jaw Sask:* Bird Construction Co Ltd, construction of school extension. *Saskatoon Sask:* Fred Sanders & Sons, exterior painting of houses. *Cold Lake Alta:* Poole Construction Co Ltd, construction of school, gymnasium & ground services; Bennett and White (Alberta) Ltd, construction of school & gymnasium including ground services. *Fraserview B C:* R H Neven Co Ltd, exterior painting of houses. *Penticton B C:* George Pickett, exterior painting of houses.

### Department of Citizenship and Immigration

*Dauphin Indian Agency Man:* A Freiheit, construction of additional bldgs, MacKay Indian Residential School. *Carlton Indian Agency Sask:* C Jacobson, construction of bridge over Sturgeon River, Sturgeon Lake Indian Reserve. *Cardston Alta:* S & B Construction Co Ltd, construction of water reservoir & supply & installation of pumping equipment, St. Mary's Indian Residential School, Blood Indian Agency.

### Defence Construction (1951) Limited

*Goose Bay Labrador:* Terminal Construction Co Ltd, construction of chapels & installation of underground steam distribution system, RCAF Station. *Dartmouth N S:* Automatic Sprinkler Co of Canada Ltd, installation of fire sprinkler system; Trynor Construction Co Ltd, re-surfacing of taxi strips, RCN Air Station. *Camp Gagetown N B:* Modern Construction Ltd, construction of classification ranges, transition range, access road, etc, 1956 training areas. *Bagotville Que:* A Janin & Co Ltd, construction of hangar No H-6, including steam & electrical distribution systems, RCAF Station. *Cartierville Que:* Chas Duranceau Ltee, construction of Rainbow Creek culvert, airport. *Lachine Que:* Cambrian Construction Ltd, extension & alterations to central heating plant, RCAF Station. *Longueuil Que:* Sorel Industries Ltd, installation of boiler & ancillary equipment; W A Moffatt Co, application of insulated roof, bldg No 2. *St Hubert Que:* Gerard Sicotte Construction Ltd, construction of control tower & outside services, RCAF Station. *Valcartier Que:* Frs Jobin Inc, construction of pumping stations. *Camp Borden Ont:* International Water Supply Ltd, drilling & equipping well No 4. *Uplands Ont:* Clairson Construction Co Ltd, extension of water services, National Aeronautical Establishment; Evans Contracting Co Ltd, grading, seeding & sodding, RCAF Station. *Portage la Prairie Man:* Nelson River Construction Ltd, construction of additional water supply main under Assiniboine River, RCAF Station. *Moose Jaw Sask:* Canadian National Railways, \*construction of railway coal spur to serve RCAF Station. *Edmonton Alta:* Universal Construction Co Ltd, construction of small arms range bldg, HMCS "Nonsuch"; Canadian Comstock Co Ltd, construction of electrical distribution system, Griesbach Barracks. *Penhold Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of control tower & water reservoir, RCAF Station. *Wainwright Alta:* Assiniboia Construction Co Ltd, grading & fencing of railway spur. *Chilliwack B C:* Smith Bros &

Wilson Ltd, construction of sgts' quarters, QM & technical stores, junior ranks club & outside services. *Sea Island B C*: C J Oliver Ltd, alterations & additions to boiler plant & installation of underground steam distribution system, RCAF Station; Sorensen Construction Co Ltd, construction of addition to bldgs, RCAF Station.

### Building and Maintenance

*Debert N S*: Dominion Steel & Coal Corporation Ltd, supply & erection of chain link fence. *Montreal Que*: Lagendyk & Co Ltd, interior painting of drill hall. *Dunnville Ont*: Walker Bros, application of asbestos shingles on hangars, RCAF Station. *Kingston Ont*: Thos L Grooms Construction Ltd, alterations to Currie & MacKenzie bldgs, & supply & installation of elevator, RMC. *London Ont*: City Gas Co of London, conversion of heating plants to gas, Wolseley Barracks. *Ottawa Ont*: J E Copeland Co Ltd, rehabilitation & alterations to bldg No 7, Victoria Island. *Toronto Ont*: G R LeBarre & Co Ltd, reroofing & sheet metal work, University Ave Armoury; Cober Elevator Manufacturing Co, supply & installation of elevator, 87 Richmond St. *Churchill Man*: Kummenshipman Electric Ltd, wiring lights on masts, HMC Naval Radio Station. *Lloydminster Sask*: Lloyd Construction Co Ltd, addition to armoury & other services. *Calgary Alta*: Hornstrom Bros, alterations to administration bldg, Currie Barracks.

### Department of Defence Production

*Cornwallis N S*: Purdy Bros Ltd, renewal of water lines, HMCS "Cornwallis". *Halifax N S*: Peerless Contracting Co Ltd, paving at RCAF Station, Gorsebrook; Halifax Painters & Decorators, interior painting of bldgs, HMCS "Stadacona". *Montreal Que*: Dasco Ltee, repairs to roofing, No 25, COD. *St Sylvestre Que*: Alidor Bergeron, erection of chain link fence, RCAF Station. *St Therese Que*: Standish Bros Reg'd, application of weed control chemicals, Bouchard Military Camp. *Peterborough Ont*: Warren Bituminous Paving Co Ltd, construction of hard standing area on parade square, Armoury. *Fort Churchill Man*: Carter Construction Co Ltd, alterations & additions to control tower, RCAF Station; Ideal Decorating Co, repainting of garage & workshop; Ideal Decorating Co, repainting of hangar. *Gimli Man*: T J Pounder & Co Ltd, repairs to runways, RCAF Station. *Winnipeg Man*: Bennett Plastering Co Ltd, repairs to Minto Armouries; Cardinal Insulation (Manitoba) Co, insulation of hangar leantos, RCAF Station; Commercial Construction Ltd, construction of decks, Minto Armouries; A M Tallman, repairs to roads, RCAF Station; Western Asbestos Co Ltd, laying of tile in hangar, RCAF Station. *Saskatoon Sask*: Myers Construction Co Ltd, paving of parade square, RCAF Station. *Calgary Alta*: Western Excavating Co Ltd, construction of car parks, paving ramps, grading & seeding boulevards, Currie Barracks; Burns & Dutton Concrete & Construction Co Ltd, construction of sidewalks, RCAF Station, Lincoln Park. *Suffield Alta*: N A Nowicki, loading, hauling & spreading of gravel, Experimental Station. *Wainwright Alta*: Dales Bros Ltd, stockpiling of gravel, Camp Wainwright; J M King Construction Co Ltd, loading, hauling & spreading of clay, Camp Wainwright. *Comox B C*: Yarrows Ltd, dismantling of boilers in bldg 43, RCAF Station. *Esquimalt B C*: Victoria Paving Co Ltd, surfacing of Rosebank road, HMC Dockyard. *Kamloops B C*: Atlas Construction Ltd, spreading of rock, #11 Works Coy, RCE Rayleigh.

### National Harbours Board

*Halifax N S*: Francis J Brown, demolition of shed 27. *Saint John N B*: The Standard Dredging Co Ltd, maintenance dredging, deep water berths. *Quebec Harbour Que*: Royalmount Construction Ltd, reconstruction of berth No 8, Pointe-a-Carcy. *Three Rivers Que*: Regional Asphalt Ltd, paving at harbour. *Port Colborne Ont*: Robertson-Irwin Ltd, replacement of metal siding at elevator. *Vancouver B C*: Todd Construction Co Ltd, replacement of centre float & breakwater, North Shore Marine Basin.

### Department of Public Works

*St John's Nfld*: John C Wallis, demolition of bldgs on new post office site. *Darnley Basin P E I*: Ralph Ford, construction of extension to retaining wall. *North Lake P E I*: Norman N MacLean, \*dredging. *O'Leary P E I*: County Construction Co Ltd, construction of federal bldg. *Prince Edward Island National Park P E I*: Morrison & McRae Ltd, grading, culverts & base course, Ocean View Highway. *Dartmouth N S*: The J P Porter Co Ltd, wharf reconstruction, Part A. *Guysboro N S*: R A Douglas Ltd, construction of wharf. *Lunenburg N S*: The J P Porter Co Ltd, \*dredging. *Moose Harbour N S*: Mosher & Rawling, construction of wharf, etc. *Parker's Cove N S*: Capt Bernard Longmire & Son, breakwater repairs. *Port Bickerton West N S*:



Colin R Macdonald Ltd, breakwater construction. *South West Port Mouton N S*: Mosher & Rawding Ltd, breakwater repairs. *Shippigan N B*: J W & J Anderson Ltd, wharf repairs. *Cloridorme Que*: Emile Cloutier, wharf repairs. *Hull Que*: Latreille & Normand, cleaning of windows, New Printing Bureau; Bedard-Girard Ltd, installation services, National Printing Bureau; Bedard-Girard Ltd, installation services, phase 4, National Printing Bureau; Bedard-Girard Ltd, installation services, phases 6, 8, 12, 15, National Printing Bureau; Bedard-Girard Ltd, installation services, phase 7, National Printing Bureau; Bedard-Girard Ltd, installation services, phase 13, National Printing Bureau; Bedard-Girard Ltd, installation services, phase 14, National Printing Bureau. *Mechins (Les Ilets) Que*: Chas Verreault, landing extension. *Riviere au Renard Que*: Capt Irene Verreault, \*dredging. *Riviere Pentecote Que*: United Dredging Ltd, \*dredging. *Sept-Iles Que*: Les Construction du St-Laurent Ltee, repairs to rectification work. *Alliston Ont*: Emery Engineering & Contracting Co Ltd, construction of federal bldg. *Bronte Ont*: Birmingham Construction Ltd, extension to north pier. *Cobourg Ont*: McNamara Construction Co Ltd, \*dredging. *Harrow Ont*: Dean Construction Co Ltd, construction of federal bldg. *Minaki Ont*: S Flostrand, wharf repairs. *Ottawa Ont*: A Lanctot Construction Co Ltd, installation of elevator, Centre Block, Parliament Bldgs; Intrusion-Prepakt Ltd, repairs to training walls, Ottawa-Hull Causeway (Chaudiere Bridge); W O Pickthorne & Son Ltd, installation of bookshelf lighting, New Supreme Court Bldg; General Equipment & Supplies Co Reg'd, laying of linoleum, No 5 Temporary Bldg; Shore & Horwitz Construction Co Ltd, alterations to Postal Station "B"; J R Statham, additions & alterations to barn, Central Experimental Farm; Leopold Beaudoin Construction Ltd, alterations to "B" bldg, Lisgar St; Leopold Beaudoin Construction Ltd, alterations to Woods Canadian Bldg. *Port Arthur Ont*: Port Arthur Shipbuilding Co, \*construction of scow. *Port Hope Ont*: The J P Porter Co Ltd, \*dredging. *Toronto (Eastern Channel) Ont*: McNamara Construction Co Ltd, \*dredging. *Saskatoon Sask*: Canadian Office & School Furniture Ltd, installation of fittings, Science Service Laboratory. *Banff National Park Alta*: Nodwell Bros Ltd, construction of bridges on Trans-Canada Highway. *Jasper National Park Alta*: Western Construction & Lumber Co Ltd, erection of substructure & superstructure of Astoria River Bridge. *Waterton Lakes Alta*: Remington Construction Co Ltd, construction of bridge approaches. *Peace River Alta*: Walters Construction Ltd, construction of RCMP married quarters. *Alert Bay B C*: Pacific Piledriving Co Ltd, wharf extension. *Steveston B C*: Fraser River Pile Driving Co Ltd, office replacement, No 1 road wharf. *Vancouver B C*: Burrard Shipyard & Engineering Works Ltd, \*repairs to launch "Hilunga". *Victoria B C*: Victoria Pile Driving Co Ltd, construction of float, Ogden Point; Luney Bros & Hamilton Ltd, additions & alterations to public bldg; Pacific Sheet Metal Works Ltd, installation of ventilation system, Veterans' Hospital. *Cape Dorset N W T*: The Tower Co Ltd, construction of dwellings. *Fox Basin N W T*: The Tower Co Ltd, construction of various bldgs. *Frosisher Bay N W T*: The Tower Co Ltd, construction of bldgs.

### Department of Transport

*Gander Nfld*: Kenney Construction Co Ltd, alterations & additions to power plant, airport. *Torbay Nfld*: S J Clark, construction of dwelling, garage & related work. *Enragee Point N S*: LeBlanc & Desveaux, construction of dwelling, fog alarm bldg, light tower & demolition of old foundation, etc. *Sydney N S*: Municipal Ready-Mix Ltd, additional airport development. *Lauson Que*: Geo T Davie & Sons Ltd, \*conversion of landing craft for service as dry cargo vessel; Geo T Davie & Sons Ltd, \*conversion of landing craft for service as bulk oil vessel. *Gore Bay Ont*: Bruell Paving Ltd, additional development at airport. *Malton Ont*: Cart Paving Co Ltd, additional development at airport. *Port Arthur Ont*: Canadian Shipbuilding & Engineering Ltd, \*construction of icebreaker, supply & buoy vessel. *Dauphin Man*: Tallman Construction Co Ltd, additional development at airport. *Winnipeg Man*: Modern Building Cleaning Service of Canada Ltd, cleaning of Air Terminal Bldg, Airport. *Cape Hopes Advance, Nottingham Island & Clyde River N W T*: The Tower Co Ltd, prefabrication & erection of various bldgs.

### National Research Council

*Ottawa Ont*: Code Construction Co Ltd, installation of 6" fire loop around bldg M-23, Montreal Road Laboratories; Doran Construction Co Ltd, construction of extension to High Speed Aerodynamics bldg, Montreal Road Laboratories; Code Construction Co Ltd, installation of sewer & waterline addition near bldgs M-5 & M-6, Montreal Road Laboratories. *Uplands Ont*: Code Construction Co Ltd, construction of static thrust stand. *Banff National Park Alta*: Standard Gravel & Surfacing of Canada Ltd, construction of road & bldg on Sulphur Mountain.

# Wages, Hours and Working Conditions

## Working Conditions in Public Utilities

Relatively high standard of working conditions found in operation of Canadian public utilities. Five-day week is prevalent, vacation and statutory holiday policies generous, pension plan coverage extensive

Working conditions of a relatively high standard are found in the operation of public utilities in Canada. The five-day week is prevalent, employees enjoy generous vacation and statutory holiday policies, and there is extensive coverage under pension plans, group life insurance, and various hospitalization and medical benefit plans.

The regional distribution of the 178 units reporting to the 1955 survey, with 24,000 non-office employees, is as follows:

	Establish- ments	Non-Office Employees
CANADA .....	178	23,983
Atlantic Provinces ...	20	2,289
Quebec .....	38	5,123
Ontario .....	66	10,908
Prairie Provinces.....	35	3,694
British Columbia ....	19	1,969

**Standard Work Week**—More than three-quarters of the total number of employees were in units which reported a 40-hour weekly schedule as standard.

This is reflected in the regional breakdown, which shows the 40-hour week to be predominant everywhere but in Quebec. In this province the largest concentration of employees was at 44 hours, 57 per cent being reported on this schedule. In the Atlantic Provinces, although 40 hours was predominant, there were substantial numbers reported at 44 and 48.

The 5-day week follows the same general pattern regionally: almost all employees in Ontario and the West, some two-thirds in the Atlantic Provinces, and one-third in Quebec were on a 5-day schedule.

**Vacations with Pay**—Virtually all public utilities employees in Canada were in units giving at least two weeks' vacation with pay, almost two-thirds being eligible for this length of vacation after a year, or in some cases less than a year, of service.

Establishments employing all but 7 per cent of the total gave three weeks' vacation and more than 40 per cent of the employees were in units reporting four weeks with pay after extended (usually 25 years) service.

Employees of Quebec utilities were required to work longer for two weeks' vacation than in the other regions; in this province 27 per cent could become eligible for two weeks after two years and another 36 per cent after three years. In all other regions the service requirement for the majority of employees was one year, or less than a year.

A similar provincial pattern obtains for three-week vacations. The majority of employees were, or could become, eligible for three weeks before the completion of 15 years' service. This was the case in Ontario, the Prairies and, to a lesser extent, the Atlantic Provinces. In Ontario, 12 years was the predominant length of service; in the Prairie region 31 per cent were eligible for three weeks after one year and 33 per cent after 12 years; in the Atlantic Provinces, 31 per cent became eligible after one year's service. Four weeks with pay was reported only in Ontario (after 25 years) and Quebec (after 30 years).

**Paid Statutory Holidays**—More than nine-tenths of the non-office employees in public utilities enjoy eight or more statutory holidays without loss of pay. In Quebec, more than half the employees are entitled to 10 such holidays and another 27 per cent to more than 10. In all the other regions the largest concentration of employees was at nine holidays, although eight was also common in Ontario (29 per cent) and in the Atlantic region (28 per cent). In the Prairie region, 12 per cent and 16 per cent enjoyed 10 and more than 10 paid holidays respectively; another 13 per cent were entitled to only six holidays.

**Sickness Absence Provisions**—Well over 90 per cent of the non-office employees of public utilities were in establishments where some provision was made to sustain income during absences due to illness.

Although no details as to length are available from the survey, the incidence of sick leave with pay is greater in public utilities than in most other groups, this type of

provision being reported in units employing 42 per cent of the workers. Another 39 per cent were covered by insurance plans providing cash payments in lieu of regular pay. Apart from those cases where a combination of these two main types of provision were reported, firms in British Columbia, the Prairies, the Atlantic Provinces and Quebec reported a higher proportion covered by sick leave than by cash compensation insurance. In Ontario, however, almost two-thirds of the workers were covered by cash compensation insurance as contrasted with one-third covered by sick leave.

#### **Pay Practice and Method of Payment**

—With the exception of 10 per cent of the employees in the Atlantic Provinces who were reported as being paid in cash, the general practice was payment by cheque. There was, however, considerable variation in practice with regard to pay days. Ontario was the only region in which the predominant number of employees were paid weekly. In all other regions the pay days were either at two-week or semi-monthly intervals.

**Pension Plans**—More than 95 per cent of the non-office employees were in utilities which reported having pension plans. Only in the Atlantic Provinces was the proportion less than 90 per cent.

As to the relative contributions of employers and employees, units with about 56 per cent of the workers reported a 50-50 sharing; 19 per cent of the workers were employed in establishments where the employer paid more than half the premium and another 15 per cent in those where the employer contribution was less than 50 per cent. In the Atlantic Provinces, the employer contribution was generally smaller, about 50 per cent being in establishments where the firm paid less than half the cost as contrasted with 21 per cent on a 50-50 basis and 10 per cent where the firm paid more than half. A similar pattern is in effect in the Prairies—just over half on a 50-50 basis and about 40 per cent where the employer share is under 50 per cent. In British Columbia and Ontario, the 50-50 group comprises 80 and 68 per cent respectively; in British Columbia some 14 per cent were in establishments in which the employer paid the entire cost and in Ontario there were 15 per cent where the employer contribution was between 50 and 75 per cent. In Quebec, the picture was 40 per cent in the 50-50 group, 35 per cent where 50 to 75 per cent was the employer's share and 9 per cent where the employer paid all.

**Group Life Insurance**—In each region except the Prairies, virtually all employees were in establishments reporting group life insurance.

Employees in establishments where the employer paid less than 50 per cent of the premium ranged from 3 per cent in the Atlantic Provinces to 46 per cent in Quebec. A 50-50 sharing arrangement applied in units accounting for 5 per cent in the Prairies, 11 per cent in Ontario, 29 per cent in Quebec, 32 per cent in the east coast area and 82 per cent in British Columbia. The entire cost was paid by the employer in units having 50 per cent of the utility employees in the Atlantic region, 17 in the Prairies, 10 in Ontario, 7 in Quebec and less than 2 per cent in British Columbia.

**Group Hospital-Medical Plans**—More than 80 per cent of the total number of utility employees in Canada were in plants which reported some type of hospital or medical benefit. The most common types of coverage include hospitalization, surgical benefits, physicians' services in hospital and combinations of these; home and office calls by physicians are less frequently reported.

More often than not the cost of group hospital and/or medical plans is shared by employer and employee, and for the industry taken as a whole, a 50-50 sharing is most common. However, there is considerable variation by region.

In the Atlantic region, each of the four types of coverage is available to about 60 per cent of the employees; in the case of hospitalization, units employing 15 per cent of the employees reported a 50-50 sharing while an additional 22 per cent were in establishments where the employer paid between one-half and three-quarters of the cost; 16 per cent were in units where there was no employer contribution and for another 4 per cent the employer contribution was less than 50 per cent. For surgical, physicians' services in hospital and home and office calls no employer contribution was made in the case of units with 35 per cent of the employees, half the cost was borne by employers in those with 15 per cent of the workers, half to three-quarters in those with 3 per cent and less than half in those with 4 per cent.

In Quebec, almost all utility employees were in units where hospitalization, surgical benefits and physicians' services in hospital were available. The cost-sharing pattern was similar in the case of all three—about one-third of the workers being in plants where no employer contribution was made, 45 per cent where the employer paid less than half (mostly 20 and 25 per cent);



# SUMMARY OF WORKING CONDITIONS OF NON-OFFICE EMPLOYEES IN PUBLIC UTILITIES, APRIL 1, 1955

SURVEY COVERAGE	Estab- lishments	Non-Office Employees	SURVEY COVERAGE	Estab- lishments	Non-Office Employees
	178	23,983		178	23,983
	Proportion of Total Employees			Proportion of Total Employees	
	%			%	
<i>Standard Weekly Hours</i>			<i>Sickness Absence Provision</i>		
40 hours.....	76.1		Wages or salary continued....	42.0	
Over 40 and under 44.....	3.1		Wages or salary discontinued, but insurance plan or equi- valent providing cash com- pensation for wage loss becomes effective.....	39.1	
44.....	15.2		Combination of both.....	14.5	
45.....	2.6				
48.....	2.9		<i>Pay Practice</i>		
Over 48.....	.1		Employees in establishments reporting pay day.....		
Employees on a 5-day week <sup>(1)</sup>	81.0		Weekly.....	35.3	
<i>Vacation with Pay</i>			Every two weeks.....	23.2	
Employees in establishments reporting two weeks with pay.....	95.9		Twice a month.....	35.0	
Two weeks with pay.....			Other <sup>(2)</sup> .....	6.5	
After 1 year or less.....	63.6		<i>Method or Payment</i>		
2 years.....	16.2		Employees in establishments reporting payment by -		
3 years.....	11.1		Cheque.....	96.8	
5 years.....	2.5		Other <sup>(2)</sup> .....	3.2	
Other periods.....	2.5		<i>Pension and Insurance Plans—</i>		
Employees in establishments reporting three weeks with pay.....	92.6		Employees in establish- ments reporting—		
Three weeks with pay.....			Pension Plan.....	95.4	
After: Less than 15 years.....	54.9		Group Life Insurance.....	92.4	
15 years.....	16.0		Hospitalization Plan.....	82.1	
25 years.....	18.8		Surgical Benefits.....	88.3	
Other periods.....	2.9		Physicians' Services in Hospital.....	87.0	
Employees in establishments reporting four weeks with pay.....	40.0		Physicians' Home and Office Calls.....	71.3	
Four weeks with pay.....			<i>Shift Differentials</i>		
After: 25 years.....	31.4		Employees in establishments where shift work is per- formed.....	94.1	
Other periods.....	8.6		Employees in establishments where shift differentials are paid.....	60.1	
<i>Paid Statutory Holidays</i>					
Employees in establishments reporting paid statutory holidays.....	99.4				
Employees in establishments in which the following numbers of statutory holi- days are paid for					
4.....	.4				
6.....	4.0				
7.....	4.5				
8.....	17.8				
9.....	50.6				
10.....	13.7				
More than 10.....	8.4				

Footnotes—<sup>(1)</sup> Includes a small number of employees in establishments reporting alternate schedules of 5 and 5½ days.

<sup>(2)</sup> Includes employees in establishments which gave no information and employees of those establishments in which the practice was not uniform for all employees.

4 per cent, 2 per cent and 7 per cent respectively were in plants where the employer paid 50 per cent, between 50 and 100 per cent, and 100 per cent. In the case of the 42 per cent of employees in units where physicians' home and office calls were reported, only a quarter of these (10 per cent of the total) had a portion of the cost paid by their employers, and for the majority of these it was less than half the premium.

In Ontario, where more than 90 per cent of the workers were covered, the cost-sharing pattern followed similar lines for each of the benefits—close to three-quarters being in units where the employer paid half

and more than 10 per cent where the whole cost was borne by the employer. The proportions for physicians' home and office calls were slightly different, two-thirds at 50-50 and about 17 per cent at 100-per-cent employer contribution.

Hospitalization, and surgical and medical plans were available, in the Prairie Provinces, to about one-third of the employees of public utilities. As regards hospitalization, more than one-fifth of the employees were in units where no employer contribution was made, one-tenth where the employer contribution was less than 50 per cent of the premium cost, and 17 per cent where the sharing was 50-50. In the case

of surgical and medical services, the employer paid less than half the premium in units employing about one-quarter of the workers; another fifth of the employees were in units where no contribution was made by employers. Just over half the workers were in establishments reporting plans providing coverage of physicians' home and office calls; one-quarter were in units where the employer contributed less than half the cost of the premium.

Because of the provincial hospitalization plan in British Columbia, this item did not appear in the survey returns for that province. However, there was almost 100-per-cent coverage of employees of public utilities in establishments reporting surgical care, physicians' services in hospital and doctors' home and office visits.: About 60 per cent of the workers were in units where the employer paid half the cost, and another 35 per cent where the employers paid the full cost of such plans.

**Shift Work**—Eighty-seven per cent of the employees were in establishments reporting regular shift work; just over 60

per cent were employed by firms which reported differentials.

Ontario utilities constituted almost all the cases where information was given on differentials for the second of two shifts; the differential in Ontario was 10 cents per hour. More commonly reported were differentials for second and third of three shifts. Units employing 17 per cent reported second-shift differentials of 3 cents per hour; 20 per cent, 5 and 6 cents; and 55 per cent, 7 cents. In Quebec the 3-cent differential predominated; in Ontario, 7 cents and in the Prairies, 5 and 6 cents.

For the third of three shifts, 5, 8, 9 and 11 cents were predominant; in Quebec, 5 cents was predominant; Ontario utilities reported 11 cents and a substantial number at 8 cents. In the Prairies, 5 and 9 cents were common.

**Overtime Rates**—Time and one-half was the overtime rate obtaining in utility units employing about nine-tenths of the non-office employees. A few establishments reported time off in lieu. The time and one-half was consistent throughout Canada.

## Strikes and Lockouts

### Canada, June 1956\*

Although more work stoppages resulting from industrial disputes were in existence during June than in the previous month, the time lost declined substantially. Almost half the idleness in June was caused by stoppages at four cotton textile mills in Quebec.

In June 1956 preliminary figures show a total of 36 strikes and lockouts in existence, involving 16,815 workers, with a time loss of 77,775 man-working days, compared with 33 strikes and lockouts in May 1956, with 17,855 workers involved and a loss of 136,510 days. In June 1955, there were 32 strikes and lockouts, 6,730 workers involved and a loss of 47,510 days.

For the first six months of 1956 preliminary figures show a total of 103 strikes and lockouts, involving 52,039 workers, with a time loss of 814,345 man-working days. In the same period in 1955 there were 79 strikes and lockouts, 23,577 workers involved and a loss of 368,785 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in June 1956 was 0.09 per cent of the estimated working time; May 1956, 0.16 per cent; June 1955, 0.05 per cent; the first six

months of 1956, 0.15 per cent; and the first six months of 1955, 0.07 per cent.

The issue of increased wages was a factor in 16 of the 36 disputes in existence during June. Of the other disputes, eight arose over dismissals and suspensions, six over causes affecting conditions of work, four over union questions, one over reduced hours and one over reduced wages.

Of the 36 stoppages in existence during June, four were settled in favour of the workers, five in favour of the employers, 11 were compromise settlements and nine were indefinite in result, work being resumed pending final settlement. At the end of the month seven disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal, Que., on April 20, 1955.

\*See Tables G-1 and G-2 at back of book.

## Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in April 1956 was 237, and 19 were still in progress from the previous month, making a total of 256 during the month. In all stoppages of work in progress, 55,400 workers were involved and a time loss of 143,000 days caused.

Of the 237 disputes leading to stoppages of work that began in April, 35, directly involving 10,900 workers, arose over demands for advances in wages, and 75, directly involving 6,400 workers, over other wage questions; nine, directly involving 1,500 workers, over questions as to working hours; 26, directly involving 3,400 workers, over questions respecting the employment of particular classes or persons; 83, directly involving 20,600 workers, over other questions respecting working arrangements; seven, directly involving 500 workers, over questions of trade union principle; and two, directly involving 700 workers, were in support of workers involved in other disputes.

---

## Prices and the Cost of Living\*

### Consumer Price Index, July 1956

The consumer price index (1949=100) reached its postwar peak between June and July. Advancing 0.6 per cent during the month, it moved from 117.8 to 118.5.

The previous postwar peak was 118.2, set in January 1952.

The increase was almost entirely attributable to a rise of 1.7 per cent in foods, a large part of which was seasonal.

More than half the increase in the food index from 112.5 to 114.4 was due to an abnormal seasonal advance of more than 25 per cent in the price of potatoes. Higher prices were also recorded for eggs, coffee, margarine, bread, tomatoes, and all cuts of meats.

The shelter index moved from 132.6 to 132.7 with both the rent and home-ownership components rising fractionally. The clothing index was unchanged at 108.6 as slight increases and decreases balanced each other. The household operation index was unchanged at 116.7, higher appliance prices being offset by scattered decreases. Other commodities and services advanced from 120.6 to 121.1 under the influence of higher local transportation fares and newspaper rates, which were partially counterbalanced by declines in new automobile prices.

The index one year earlier stood at 116.0. Group indexes at that time were: food 111.5, shelter 129.6, clothing 107.8, household operation 115.8, and other commodities and services 117.7.

### City Consumer Price Indexes, June 1956

Consumer price indexes (1949=100) were higher in all ten regional cities between May and June 1956, with advances ranging from 0.4 per cent in Winnipeg to 1.3 per cent in Montreal. Substantially higher food indexes in all cities were responsible for most of the upward movement in the total indexes.

A 0.7-per-cent rise in the Vancouver food series was the smallest in the ten cities; increases exceeded 3.0 per cent in Montreal, Ottawa and Toronto and amounted to 4.0 per cent in Toronto. Prices for fresh fruits and vegetables were higher, with potatoes showing a particularly sharp seasonal movement in all cities. Price increases were also general for most meats and coffee.

The shelter index was higher in six cities and unchanged in four. Clothing indexes reflected mixed results, as three cities were up slightly, four declined and the other three were unchanged. Household operation indexes moved to higher levels in six cities and decreased in four. Floor coverings and furniture were up in a number of cities. Price increases for laundry, dry cleaning and shoe repairs were fairly general. Other commodities and services indexes were unchanged in seven cities and up in three. Men's haircuts were up in Winnipeg and Vancouver.

Regional consumer price index point changes between May and June were as follows: Montreal +1.5 to 118.1; Toronto

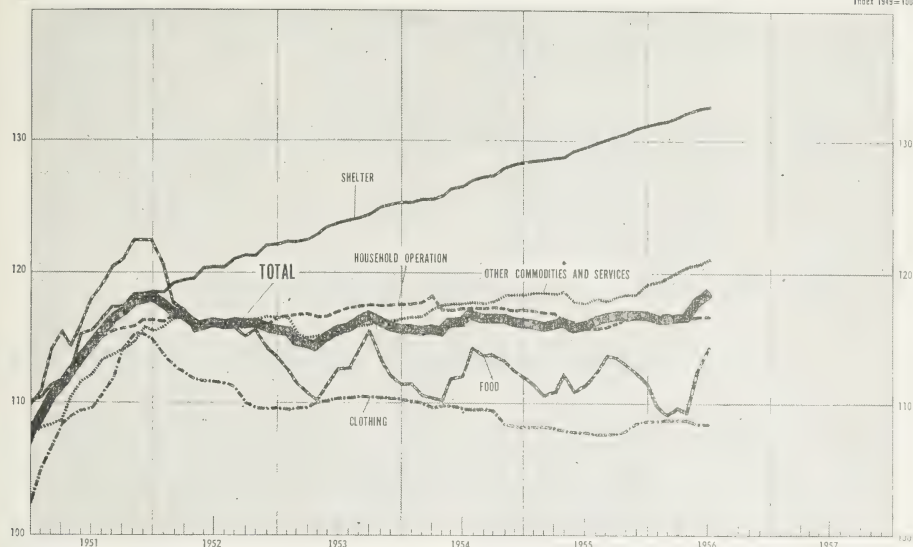
\*See Tables F-1 and F-2 at back of book.



# CONSUMER PRICE INDEX FROM JANUARY 1951

Index 1949=100

Index 1949=100



+1.3 to 120.4; Ottawa +1.1 to 118.8; St. John's +1.0 to 107.6;\* Halifax +0.9 to 115.6; Saint John +0.7 to 118.2; Vancouver +0.7 to 118.4; Saskatoon-Regina +0.6 to 115.2; Edmonton-Calgary +0.6 to 114.9; Winnipeg +0.5 to 116.6.

## Wholesale Prices, June 1956

Canada's general wholesale price index (1935-39=100) rose 0.5 per cent, from 225.3 to 226.5, between May and June, continuing an upward movement that has been uninterrupted since November last year. In June last year the index stood at 218.7 and in June 1954 at 217.6.

The largest increase between May and June in animal products, the index for which moved up 3.7 per cent to 229.5 from 221.4 for May.

Increases were recorded for four other component indexes. Vegetable products moved up 0.6 per cent to 199.5 from 198.4, textiles and textile products 0.3 per cent to 229.6, non-metallic minerals 0.2 per cent to 179.2 and chemicals and allied products 0.1 per cent to 181.1.

In contrast to these advances, iron and its products fell 0.5 per cent to 235.8 from 237.0, non-ferrous metals 0.5 per cent to 206.1 from 207.2, and wood, wood products and paper 0.4 per cent to 304.9 from 306.0.

\*On base June 1951=100.

**Canadian farm product prices** rose 4.6 per cent from May to June, the index (on the base 1935-39) advancing from 207.7 to 217.2. Gains were greatest for animal products, this index rising 5.8 per cent from 238.0 to 251.7, reflecting higher quotations for steers, hogs, eggs, raw wool, western lambs and eastern cheesemilk. There were partly offsetting decreases for calves and eastern butterfat, lambs and poultry.

The field products index moved up 2.9 per cent from 177.5 to 182.6, potatoes again rising sharply on both eastern and western markets and smaller gains being recorded for Ontario wheat and hay.

**Building materials prices** rose fractionally during June, when the non-residential index (1949=100) rose slightly to 127.5 from 127.4 in May and the residential index (1935-39=100) remained firm at 294.1 following a rise in May from 293.4 in April.

Higher prices for roofing and insulation materials and for some lumber items supported both series, while the rise in the non-residential index also reflected gains for steel and metal work items. A few groups showed scattered individual declines, including aggregate, cement and concrete mix, the index for which dropped to 115.5 from 116.6, reflecting a delayed decrease due to quarterly pricing.

## U.S. Consumer Price Index, June 1956

The United States consumer price index (1947-49=100) rose 0.8 points between mid-May and mid-June to the highest level on record, climbing from 115.4 to 116.2. Increases in food prices were primarily responsible.

This was the fourth rise in a row and the sharpest one-month climb in more than

five years and the largest peacetime gain in eight years.

## U.K. Index of Retail Prices, April 1956

The United Kingdom index of retail prices (Jan. 17, 1956=100) compiled by the Ministry of Labour rose from 101.3 to 102.7 between mid-March and mid-April.

---

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 96

### Apprenticeship

1. BERNARD, G. C. *A New Look at Apprenticeship*. Ottawa, Dept. of Labour, 1956. Pp. 5. Canada at work broadcast 603.

2. FOSS, ROY HOLMES. *Apprenticeship in the Building Trades*. Ottawa, 1956. Pp. 3. Canada at work broadcast 602.

3. U.S. BUREAU OF APPRENTICESHIP. *National Apprenticeship and Training Standards for the Sheet Metal Industry*. Developed and approved jointly by Sheet Metal Contractors' National Association, Inc., and the Sheet Metal Workers' International Association in co-operation with U.S. Department of Labor, Bureau of Apprenticeship. Washington, G.P.O., 1955. Pp. 26.

"The National Joint Sheet Metal Workers' Apprenticeship Committee has revised and amplified the apprenticeship standards in the trade for the guidance of contractors and labor throughout the United States."

### Automation

4. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Automation*. Washington, 1955. Pp. 10.

"This survey...summarizes the thinking and experience of 67 executives on the subject of automation. For purposes of this survey, automation has been defined as 'a pronounced acceleration in the rate of mechanization, accompanied (at times) by the introduction of machines that "think" and regulate themselves.'"

5. CONGRESS OF INDUSTRIAL ORGANIZATIONS. COMMITTEE ON ECONOMIC POLICY. *The Challenge of Automation; Papers delivered at the National Conference on Automation*, by Joseph C. O'Mahoney and others, Washington, Public Affairs Press, 1955. Pp. 77.

Contents: Public Policy Implications, by Senator J. C. O'Mahoney. Applications and Uses, by John Diebold. Technological Considerations, by Donald P. Campbell. Industrial Significance, by Walter S. Buckingham. Labor's Stake, by Walter P. Reuther, Nat Goldfinger, Jack Conway, James B. Carey, Joseph A. Beirne, I. W. Abel and Adam Abruzzi.

6. INSTITUTION OF PRODUCTION ENGINEERS, LONDON. *The Automatic Factory—What does it mean? Report of the Conference held at Margate, 16th to 19th June, 1955*. London, E. & F. N. Spon Ltd., 1955. Pp. 228.

This book contains 21 papers on every aspect of automation. The more technical papers deal with electronic computers, automatic control of machine tools, and automatic linking devices.

7. SILVEY, TED F. *The Relation of Automation to Community Planning*. Presentation to Afternoon Session September 28, of the 1955 Annual Planning Conference, American Society of Planning Officials and Community Planning Association of Canada, Mount Royal Hotel, Montreal. Washington? C.I.O.? 1955. Pp. 14.

8. SILVEY, TED F. *Technology and Cultural Lag; Address at the Community Leadership Institute, Bridgeport, Conn., February 25, 1955.* Bridgeport, Conn., Adult Education of Greater Bridgeport, Inc., 1955. Pp. 18. A discussion of automation.

9. SILVEY, TED F. *The Technology of Automation.* Washington, G.P.O., 1955. Pp. 7. Reprinted from Congressional Record. June 15, 1955.

This pamphlet deals with the accomplishments of automation.

10. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *Automation and Technological Change; Report of the Subcommittee on Economic Stabilization.* Washington, G.P.O., 1955. Pp. 13.

"This report presents findings and recommendations of the subcommittee, based upon its recent hearings and study of the impact and prospective impact of automation and of technological change on the economy."

### Cost and Standard of Living

11. CALIFORNIA. UNIVERSITY. HELLER COMMITTEE FOR RESEARCH IN SOCIAL ECONOMICS. *Quantity and Cost Budgets for Two Income Levels; Prices for the San Francisco Bay Area, September 1955. Family of a Salaried Junior Professional and Executive Workers. Family of a Wage Earner.* Issued by the Heller Committee for Research in Social Economics, University of California, Emily H. Huntington, chairman, and others, Berkeley, 1955. Pp. 92.

The San Francisco Bay area takes in the cities of San Francisco, Oakland, Berkeley, Richmond and San Leandro.

12. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *A Program for the Low-Income Population at Substandard Levels of Living; Report.* Washington, G.P.O., 1956. Pp. 14.

The Subcommittee on Low-Income Families of the Joint Committee on the Economic Report held hearings on low-income families in November 1955. This report contains their recommendations based on the hearings.

### Disabled — Rehabilitation

13. CONNECTICUT. UNIVERSITY. SCHOOL OF HOME ECONOMICS. *The Team Approach to the Rehabilitation of the Handicapped Homemaker; Workshop Proceedings, May 31-June 3, 1955,* sponsored by the School of Home Economics in co-operation with the Division of University Extension, the University of Connecticut, Storrs, Conn. Storrs, 1955. Pp. 24, 37.

At this Workshop representatives from nine professional fields met for three days "to consider possibilities and problems in the 'team approach' to the rehabilitation of the handicapped homemaker".

14. GREAT BRITAIN. STANDING COMMITTEE ON THE REHABILITATION AND RESETTLEMENT OF DISABLED PERSONS. *Services for the Disabled; an Account of the Services provided for the Disabled by Government Departments, Local Authorities, and Voluntary Organizations in the United Kingdom.* London, H.M.S.O., 1955. Pp. 88.

This book describes the provision made in Great Britain for the rehabilitation and resettlement of the disabled.

15. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. EMPLOYEE RELATIONS DIVISION. *Guide for Employers in hiring the Physically Handicapped; Successful Techniques for utilizing the Abilities of the Handicapped through Sound Placement on the Job.* New York, 1955. Pp. 31.

"This manual has been prepared in response to the expressed desire of employers for guidance in employing and placing the handicapped individual in productive work."

### Economic Conditions

16. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Annual Report, 1955.* New York, 1956. 1 Volume (unpaged).

17. HILDEBRAND, GEORGE HERBERT. *The Postwar Italian Economy: Achievements, Problems, and Prospects.* Los Angeles University of California, 1955. Pp. 46-70.

An examination of improved economic conditions in Italy since the war.

18. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *Economic Conditions in Canada and the United States.* Paris, 1955. Pp. 30.

This survey covers the 18-month period up to the middle of 1955.

19. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Economic Survey of Asia and the Far East, 1955.* Bangkok, 1956. Pp. 235.

20. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1955, including Studies of Investment Problems and Policies of European Countries and Labour Market Problems in Western Europe.* Prepared by the Research and Planning Division, Economic Commission for Europe. Geneva, 1956. 1 Volume (various pagings).



## Emigration and Immigration

21. INTERNATIONAL SOCIOLOGICAL ASSOCIATION. *The Positive Contribution by Immigrants*; a Symposium prepared for UNESCO by the International Sociological Association and the International Economic Association. Paris, UNESCO, 1955. Pp. 203.

This book contains studies of immigration in five countries: the United States, Great Britain, Australia, Brazil and Argentina.

22. STEIGENGA, WILLEM. *Industrialization Emigration; the Consequences of the Demographic Development in the Netherlands*. With a pref. in German by Gunther Ipsen. The Hague, Nijhoff, 1955. Pp. 69.

With the increase in population in Holland, emigration is necessary to prevent mass unemployment and/or a fall in real income.

## Employees' Benefit Plans

23. CALIFORNIA. DEPARTMENT OF INDUSTRIAL RELATIONS. DIVISION OF LABOR STATISTICS AND RESEARCH. *Labor-Management Negotiated Health and Welfare Plans, Northern California, as of May 1, 1954*. A Report prepared jointly by the Division of Labor Statistics and Research, California Department of Industrial Relations and the Department of Preventative Medicine, Stanford University School of Medicine. Sacramento, State Printing Office, 1955. Pp. 71.

This booklet contains the results of a study of labour-management negotiated health and welfare plans. The purpose of the study was to determine: What are the benefits? How are they provided? Who is eligible to receive them? How are they financed?

24. MERCER, WILLIAM M. *Canadian Handbook of Pension and Welfare Plans, 1956*. Toronto, CCH Canadian Limited, 1956. Pp. 184.

Partial contents: Pension Plans, Group Life Insurance, Sick Pay Plans, Medical and Surgical Plans, Stock Option Plans, Stock Purchase Plans, Profit-Sharing Plans, Savings Plans, Guaranteed Annual Wage Plans, Industry-Wide Welfare Plans.

25. NEW YORK (STATE) DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Health and Welfare Benefits in New York State, June 1954*. New York, 1955. Pp. 95.

"This report presents the findings of a survey of health and welfare benefits in New York State that are paid for, in whole or in part by the employer." Cf. Introduction.

26. U.S. BUREAU OF LABOR STATISTICS. *Health, Insurance, and Pension Plans in Union Contracts*. Washington, G.P.O., 1955. Pp. 8.

This is a survey of health, insurance and pension plans in 1954.

27. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Welfare and Pension Plans Investigation*. Hearings before the Subcommittee on Welfare and Pension Funds . . . 84th Congress, 1st Session pursuant to S. Res. 40 continuing the Authority of the Committee on Labor and Public Welfare to investigate Employee Welfare and Pension Plans and Funds subject to Collective Bargaining. Part 3. Washington, G.P.O., 1956. Pp. 837-1633.

Hearings held July 20, November 28, 29, 30, December 1, 2, 5, and 6, 1955.

Among the various plans investigated were the following: (1) United Automobile Workers, AFL Amalgamated Local 286, Chicago, Ill.; (2) United Mine Workers of America welfare and retirement fund for the bituminous coal industry; (3) General Motors Corp. insurance and pension programs; (4) United States Steel Corp. insurance and pension programs.

## Employment Management

28. AMERICAN MANAGEMENT ASSOCIATION. *A Fair Day's Work for a Fair Day's Pay; winning Employee Loyalty and Cooperation*. New York, 1955. Pp. 44.

Contents: Can the Employee be Loyal to Both Company and Union? By Theodore V. Purcell. The Real Meaning of a Fair Day's Work for a Fair Day's Pay.—(I) Management's View, by H. S. Olsen; (II) Union Concepts, by R. I. Wishart. Motivation and Control of Office Employees—(I) Motivation through Supervision, by J. T. Bird; (II) Motivation through Competition, by Fanny G. Buss; (III) Motivation through Participation, by Martha J. Preston; (IV) Motivation through Training and Personnel Development, by R. Guyon.

29. AMERICAN MANAGEMENT ASSOCIATION. *Spotlight on the Worker; New Approaches to Personnel Problems*. New York, 1955. Pp. 44.

Contents: Who will be Successful 10 years from Now? The Value of Tests in predicting an Employee's Future, by Robert L. Thorndike. Problem Drinking and Industry, by S. Charles Franco. Pastoral Counseling with the Problem Employee, by Clifford H. Peace. Evolution of a Management Development Program—(I) History and Evaluation, by Everett C. Reed; (II) Plan of Operation, by Howard E. Clark.

30. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Nonsupervisory Office Employees*. Washington, 1955. Pp. 14.

"This survey, based on data submitted by 120 executives... reveals the latest trends in personnel practices for nonsupervisory office employees."

31. CHICAGO. UNIVERSITY. INDUSTRIAL RELATIONS CENTER. *Proceedings of an Informational Conference on Employee Attitude Surveys held Wednesday, May 25, 1955, Union League Club, Chicago, Illinois*. Chicago, 1955. Pp. 36.

The three speeches contained in this pamphlet deal with the problem of maintaining high employee morale.

32. ELLIOTT, A. G. P. *Revising a Merit-Rating Scheme*. London, Institute of Personnel Management, 1955. Pp. 22.

An analysis of the various methods of merit-rating.

33. MERTON, ROBERT KING. *The Focused Interview a Manual of Problems and Procedures*, by Robert K. Merton, Marjorie Fiske and Patricia L. Kendall. Glencoe, Ill., Free Press, 1956. Pp. 186.

Nature of the focused interview: "(1) Interviewees are known to have been involved in a particular situation. (2) Investigator has provisionally analysed situation and developed hypotheses regarding probable responses to it. (3) This content or situational analysis provides basis for interview guide... (4) Interview focuses on subjective experiences to ascertain interviewees' definitions of situation in which they were involved."

34. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. EMPLOYEE RELATIONS DIVISION. *Seniority*. New York, 1955. Pp. 19.

A review of seniority policies and a discussion of some problems which arise from adhering to the principle of seniority in layoffs.

35. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Tuition-Aid Plans for Employees*, by Doris M. Thompson. New York, c1956. Pp. 67.

A survey of 166 company programs of financial assistance for employees taking courses to increase their job knowledge or to acquire knowledge about other fields not related to their jobs.

36. PERSONNEL MANAGEMENT CONFERENCE, UNIVERSITY OF ILLINOIS. 7th, 1955. *New Developments in Personnel Administration*.

Proceedings of the Seventh Personnel Management Conference at the University of Illinois, Urbana, January 11-12, 1955. Urbana, 1955. Pp. 88.

Conference conducted by the Bureau of Business Management in co-operation with the Institute of Labor and Industrial Relations through the Division of University Extension.

Contents: The Growth of Personnel Management as a Profession. New Developments in Employee Communications. New Uses of Psychology in Personnel Administration. Current Thinking on Individual vs. Group Motivation. Improvements in Union-Management Relationships. Trends in Retirement Planning for Personnel. A Rising Caution in the Use of Psychological Tests for Selection Purposes.

## Incentive Plans

37. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Wage Incentive Schemes*. London, H.M.S.O., 1955. Pp. 39.

"The main body of the text of this booklet is included in Chapter X of the 1953 edition of the Industrial relations handbook.

"The two main forms of wage payment are payment by time and payment by piece or by results."

38. WHYTE, WILLIAM FOOTE. *Money and Motivation; an Analysis of Incentives in Industry*, by William Foote Whyte and Melville Dalton and others. 1st ed. New York, Harper, 1955. Pp. 268.

"This book is about five M's of factory life: men, money, machines, morale and motivation."

## Industrial Disputes

39. INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA. *The Kohler Worker's Story*. Indianapolis, UAW-CIO International Union and UAW-CIO Local 833, 1955. Pp. 32.

This pamphlet describes the strike at the Kohler Company, Sheboygan, Wis. (manufacturers of plumbingware, engines and electrical systems), which began in April 1954. The U.A.W.-C.I.O. alleges that the company is resisting collective bargaining.

40. KERR, CLARK. *The Interindustry Propensity to strike—an International Comparison*, by Clark Kerr and Abraham Siegel. Berkeley, 1955. Pp. 189-212.

Propensity to strike is broken down into five parts: high, medium high, medium, medium low and low. A comparison is made between the propensity to strike and the industries in which the strikes occur for 11 countries.

41. McKELVEY, JEAN TREPP. *Dock Labour Disputes in Great Britain; a Study in the Persistence of Industrial Unrest*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1953. Pp. 61.

"It is the purpose of the present study to review the history of dock disputes in Great Britain, to trace the changes that have occurred in union structure and in the organization of the labor market, to review the more important private reports and the recommendations of special commissions and boards of inquiry, and to suggest at the end some of the persistent as well as the changing causes of dock labor unrest."

42. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Union Strike Votes, Current Practice and Proposed Controls*, by Herbert S. Parnes. Princeton, 1956. Pp. 141.

This report deals with compulsory strike vote legislation and with union procedures for calling strikes.

43. U.S. EMERGENCY BOARD (PENNSYLVANIA RAILROAD COMPANY, 1955). *Report to the President by the Emergency Board appointed by Executive Order 10635 dated September 1, 1955, Pursuant to Section 10 of the Railway Labor Act, as amended, to investigate the Facts as to Certain Disputes between the Pennsylvania Railroad Company, a Common Carrier, and Certain of its Employees represented by the Transport Workers Union of America, C.I.O., Railroad Division, a Labor Organization*. N.M.B. Case No. A-4717, N.M.B. Case No. A-4867. Washington, D.C., Oct. 26, 1955. No. 113. Washington, G.P.O., 1955. Pp. 13.

There were three points of dispute. The union wanted: (1) A graded work classification for boilermakers on diesel locomotives; (2) Seven guaranteed holidays each year; (3) "Health and welfare benefits" for the employees and their dependents, at the sole expense of the carrier.

## Industry

44. INTERNATIONAL COTTON CONGRESS. 20th, BUXTON, ENG., 1954. *The Cotton Industry, Today and Tomorrow*. Official Report on the Jubilee International Cotton Congress held at Buxton, England 13th-20th May, 1954. Edited by Mario Ludwig. Manchester, International Federation of Cotton and Allied Textile Industries, 1954. Pp. 288.

The Congress met to celebrate the 50th Anniversary of the International Federation of Cotton and Allied Textile Industries.

45. LITTLE (ARTHUR D.) INC., CAMBRIDGE, MASS. *Industrial Development in Nova Scotia*; Report to the Department of Trade and Industry, Province of Nova Scotia. Cambridge, 1956. Pp. 50.

This report contains a brief review of economic conditions in Nova Scotia and a preliminary list of industrial opportunities.

46. ONTARIO. DEPARTMENT OF PLANNING AND DEVELOPMENT. *Regional Development Programme, Government of Ontario; a Summary of Progress to August 1, 1955*. Toronto, 1955. Pp. 15.

There are nine regional areas in the Regional Development Programme. There are to be "Development Associations" in each region. These associations take an interest in industrial development, the tourist industry, agriculture, mining, community planning, education, highways, lands and forests, etc.

47. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *Industrial Statistics, 1900-1955*. Paris, 1955. Pp. 157.

"This volume contains the main data relating to the industrial production of O.E.E.C. member countries since the beginning of the 20th century."

## Labour Organization

48. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Report of the Fourth World Congress held in Vienna, 20-28 May 1955, including the General Secretary's Report and the Financial Reports for 1953-54*. Brussels, 1955. Pp. 519.

49. JOSEY, ALEX. *Trade Unionism in Malaya*. Singapore, Donald Moore, 1954. Pp. 52.

The author states that labour unions in Malaya are weak because they are poorly administered and lack money and strong leadership.

50. TEXTILE WORKERS UNION OF AMERICA. *All Rights denied; the Effect of the Taft-Hartley Law on the Organizing Efforts of the Employees of the Chatham Manufacturing Company, Elkin, North Carolina*. New York, 1955. Pp. 41, 4.

This pamphlet tells how the Chatham Manufacturing Company prevented the TWUA from organizing in the company.

51. UNITED STEELWORKERS OF AMERICA. *Facts about Canada's Railway Unions*. Toronto? 1955? Pp. 8.

52. YEZBAK (JOHN) AND COMPANY, CLEVELAND. *The C.I.O. and Free Enterprise*. (A Condensation) Cleveland, c1955. Pp. 232.

Condensation of a study of CIO policies originally undertaken for the Timken Roller Bearing Company. This book is a criticism



of the CIO. Each chapter covers a different topic and contains quotations from CIO publications to show the CIO's policy on that topic.

## Labouring Classes

53. BOYER, RICHARD OWEN. *Labor's Untold Story*, by Richard O. Boyer and Herbert M. Morais. New York, Cameron Associates, c1955. Pp. 402.

A history of American labour since the Civil War.

54. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 8th, 1955. *Proceedings*. Albany, Matthew Bender & Co., 1955. Pp. 499.

Some of the topics discussed at the conference were: collective bargaining, picketing, the National Labor Relations Board, arbitration, and the guaranteed annual wage.

55. CONGRESS OF INDUSTRIAL ORGANIZATIONS. *CIO, 1935-1955; Industrial Democracy in Action*. Washington, 1955. Pp. 151.

An illustrated history of the CIO from its inception in 1935 till 1955.

56. CONGRESS OF INDUSTRIAL ORGANIZATIONS. MARITIME COMMITTEE. *Merchant Marine Policies, Practices, and Problems of Labor, Management and Government*. Statement...before Merchant Marine and Fisheries Committee, House of Representatives, United States Congress presented by Joseph Curran, July 13, 1955. Washington, 1955. Pp. 91.

The CIO Maritime Committee presented its views on the proposed Maritime Labor Stabilization Act of 1955 which it felt would interfere with good industrial relations in the maritime industry.

57. STAVIS, BARRIE. *The Man who never died; a Play about Joe Hill*. With notes on Joe Hill and his times. New York, Haven Press, 1954. Pp. 242.

Joe Hill was a labor poet and member of the Industrial Workers of the World. In 1914 he was tried for the murder of a Salt Lake City grocer and his son. He was found guilty and executed November 19, 1915.

58. WEARMOUTH, ROBERT FEATHERSTONE. *Methodism and the Struggle of the Working Classes, 1850-1900*. Leicester (Eng.) Edgar Backus, 1954. Pp. 269.

This book attempts "to identify, classify, and describe the social and political results of Methodist activity, more particularly on the wage-earning sections of the community". Cf. Preface.

## Mines and Mining

59. ONTARIO. COMMITTEE OF INQUIRY INTO THE ECONOMICS OF THE GOLD MINING INDUSTRY, 1955. *Gold Mining in Ontario; Report*. Toronto, Queen's Printer, 1955. Pp. 117.

The terms of reference given to the Committee were to examine and to report on:

- (a) the conditions affecting the present position of and prospects for the gold mining industry in Ontario;
- (b) the causes underlying trends in employment, wages, working conditions, profits, dividends, etc., in the industry; and
- (c) the effects of these developments on communities in the northern parts of the province.

60. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Non-Ferrous Metals in Under-developed Countries*. New York, 1956. Pp. 129.

"Much of the report is concerned with the manner in which the mining and smelting of the ore...may stimulate other economic activities." Cf. Foreword.

## Occupations

61. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Coalmining as a Career*. London, H.M.S.O., 1955. Pp. 7.

This booklet is intended for young men who wish to enter the coal-mining industry.

62. MACDONALD, KEITH. *Physics at Work*. Ottawa, Dept. of Labour, 1956. Pp. 4.  
Canada at work broadcast No. 596.

63. MACDONALD, KEITH. *What is a Scientist?* Ottawa, Dept. of Labour, 1956. Pp. 4.

Canada at work broadcast No. 595.

64. U.S. BUREAU OF LABOR STATISTICS. *Educational Requirements for Employment of Actuaries*. Washington, G.P.O., 1955. Pp. 14.

"The report is designed to provide Veterans Administration counselors and training officers with information on the educational requirements for entrance and advancement in the field of actuarial science." Cf. Foreword.

65. U.S. BUREAU OF LABOR STATISTICS. *Educational Requirements for Employment of Biological Scientists*. Washington, G.P.O., 1955. Pp. 21.

"The report is designed to provide Veterans Administration counselors and training officers with information on the educational requirements for entrance and advancement in the various biological science specialists." Cf. Foreword.

66. U.S. BUREAU OF LABOR STATISTICS. *Educational Requirements for Employment of Chemists*. Washington, G.P.O., 1955. Pp. 11.

"The report is designed to provide Veterans Administration counselors and training officers with information on the educational requirements for entrance and advancement in the field of chemistry." Cf. Foreword.

67. U.S. BUREAU OF LABOR STATISTICS. *Educational Requirements for Employment of Economists*. Washington, G.P.O., 1955. Pp. 10.

"The report is designed to provide Veterans Administration counselors and training officers with information on the educational requirements for entrance and advancement in the field of economics." Cf. Foreword.

68. U.S. BUREAU OF LABOR STATISTICS. *Educational Requirements for Employment of Geologists*. Washington, G.P.O., 1955. Pp. 11.

"The report is designed to provide Veterans Administration counselors and training officers with information on the educational requirements for entrance and advancement in the field of geology." Cf. Foreword.

69. U.S. BUREAU OF LABOR STATISTICS. *Educational Requirements for Employment of Geophysicists*. Washington, G.P.O., 1955. Pp. 10.

"The report is designed to provide Veterans Administration counselors and training officers with information on the educational requirements for entrance and advancement in the field of geophysics." Cf. Foreword.

70. U.S. BUREAU OF LABOR STATISTICS. *Educational Requirements for Employment of Physicists*. Washington, G.P.O., 1955. Pp. 11.

"The report is designed to provide Veterans Administration counselors and training officers with information on the educational requirements for entrance and advancement in the field of physics." Cf. Foreword.

71. U.S. BUREAU OF LABOR STATISTICS. *Educational Requirements for Employment of Sociologists*. Washington, G.P.O., 1955. Pp. 10.

"The report is designed to provide Veterans Administration counselors and training officers with information on the educational requirements for entrance and advancement in the field of sociology." Cf. Foreword.

72. U.S. BUREAU OF LABOR STATISTICS. *Educational Requirements for Employment of Statisticians*. Washington, G.P.O., 1955. Pp. 8.

"The report is designed to provide Veterans Administration counselors and training officers with information on the educational requirements for entrance and advancement in the field of statistics." Cf. Foreword.

73. U.S. BUREAU OF LABOR STATISTICS. *Employment Outlook in Skilled Electrical and Electronic Occupations*. Washington, G.P.O., 1956. Pp. 51.

This pamphlet contains information about job prospects, duties, qualifications, training requirements and earnings.

### Professional Workers

74. DYMOND, WILLIAM RICHARD. *The Outlook for Professional Workers in Canada*. Paper presented to Registrars of Central Canadian universities, Ottawa, Nov. 28, 1955. Ottawa, Dept. of Labour, 1955. Pp. 10.

75. EUROPEAN PRODUCTIVITY AGENCY. *Function and Training of the Chemical Engineer*; International Conference held in London from 21st to 23rd March, 1955. Project No. 297. Paris, 1955. Pp. 85.

The Conference discussed three urgent needs in the field of chemical engineering in Europe:

1. The need for more chemical engineers and more schools of chemical engineering in the universities and technical colleges.

2. The need for more financial support for chemical engineering research.

3. The need for more general recognition of the part the chemical engineer will play in modern industry.

76. U.S. BUREAU OF LABOR STATISTICS. *Science and Engineering in American Industry; Preliminary Report on a Survey of Research and Development Costs and Personnel in 1953-1954*, prepared for the National Science Foundation, Washington, G.P.O., 1955. Pp. 41.

This report "contains estimates of the total cost of industrial research and development and of the numbers of companies conducting research and development... The concluding section gives estimates of the numbers of scientists and engineers employed in research and other activities". Cf. Introduction.

## Restraint of Trade

77. CANADA. RESTRICTIVE TRADE PRACTICES COMMISSION. *Report concerning a Manufacturer's Advertising Plan alleged to constitute Resale Price Maintenance in the Distribution and Sale of Certain Household Appliances.* Ottawa, Queen's Printer, 1955. Pp. 93.

The Commission investigated an allegation that a manufacturer of household electrical appliances attempted to compel dealers to resell its products at prices specified by the manufacturer. One alleged form of compulsion was for the manufacturer to refuse to contribute to the advertising expenses of the dealer.

78. CANADA. RESTRICTIVE TRADE PRACTICES COMMISSION. *Report concerning an Alleged Combine in the Manufacture, Distribution and Sale of Asphalt and Tar Roofings and Related Products in Canada.* Ottawa, Queen's Printer, 1955. Pp. 282.

The Commission concludes that a combine does exist in the manufacture of asphalt and tar roofings and related products.

79. CANADA. RESTRICTIVE TRADE PRACTICES COMMISSION. *Report concerning the Retail Distribution and Sale of Coal in Winnipeg.* Ottawa, Queen's Printer, 1956. Pp. 116.

It was alleged that some coal dealers in Winnipeg had combined to fix prices and to allocate tenders.

## Wages and Hours

80. CIVIC FEDERATION, CHICAGO. *Teachers' Salaries in 17 Cities over 500,000 Population, 1950 and 1955.* Chicago, 1956. Pp. 11.

81. ORNATI, OSCAR A. *Wages in India.* Ithaca, Cornell University, New York State School of Industrial and Labor Relations, 1955. Pp. 241-259.

This essay is divided into two parts. The first deals with the level of Indian wages, wage differentials and wage changes over time; the second part is a detailed description of wages in selected industries.

82. SINGH, RAGHURAJ. *Movement of Industrial Wages in India.* Bombay, Asia Publishing House, 1955. Pp. 352.

"This book is a detailed study of wages and wage trends in India's key industries."

83. TRADES UNION CONGRESS. *Q(uestions) & A(nswers) on Equal Pay.* London, 1947. Pp. 24.

This pamphlet presents the TUC's views on equal pay for equal work.

84. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure; Cigar Manufacturing, April 1955.* Washington, 1955. Pp. 27.

"The survey included establishments employing eight or more workers and primarily engaged in the manufacture of cigars."

85. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Authorization of Established Basic Rates for Computing Overtime Pay Pursuant to Section 7(f) (3) of the Fair Labor Standards Act as amended.* Title 29, Chapter V, code of federal regulations, Part 548. March 1, 1956. Washington, G.P.O., 1956.

Contents: Subpart A.—General regulations. Subpart B.—Interpretations. Explanatory bulletin.

## Workmen's Compensation

86. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Thirty-Eighth Annual Report for the Year ended December 31, 1955.* Edmonton, 1956. Pp. 32.

87. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Workmen's Compensation in Illinois*, by Arnold R. Weber. Urbana, 1955. Pp. 56.

This bulletin, which applies to the State of Illinois, explains what workmen's compensation is, who can get it, how an injured workman makes a claim and which employees are covered.

88. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1955.* Toronto, Queen's Printer, 1956. Pp. 36, 26.

## World War, 1939-1945

89. BURNS, EEDSON LOUIS MILLARD. *Manpower in the Canadian Army, 1939-1945.* With a foreword by the Hon. C. G. Power. Toronto, Clarke, Irwin, 1956. Pp. 184.

"The object of this book is to examine how the Canadian Army used the manpower at its disposal during the Second World War; whether the ratio of fighting to administrative and various behind-the-line troops could have been greater, and whether there was extravagance in our use of manpower in the Army generally."

90. SCOTT, J. D. *The Administration of War Production*, by J. D. Scott and Richard Hughes. London, H.M.S.O.; Longmans, Green, 1955. Pp. 544.

This book deals with the administration of British war production by six departments of State. These were the Admiralty, the War Office and the Air Ministry, and the Ministries of Supply, of Aircraft Production, and of Production.



## Miscellaneous

91. AMERICAN MANAGEMENT ASSOCIATION. *Company Experience in improving Office Administration: More Efficient Service, Better Human Relations, New Building Layout.* New York, 1954. Pp. 56.

Contents: Increasing Office Productivity: Machines, Methods, People: (I) An Oil Company; (II) A Utility; (III) An Insurer; (IV) A Manufacturer. Administering the Office to improve Service to Sales Management. Programming for a New Office Building.

92. CONFERENCE OF COMMISSIONS AGAINST DISCRIMINATION. 7th, New York, N.Y., 1954. *Proceedings of Seventh Annual Conference, June 6, 7 and 8, 1955, New York City.* New York, New York State Commission Against Discrimination, 1955. Pp. 43, 10.

93. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Report on the Enquiry into the Effects of National Service on the Education and Employment of Young Men.* London, H.M.S.O., 1955. Pp. 20.

"The purpose of the enquiry was to find out whether National Service gives rise to problems bearing upon the employment, vocational guidance and resettlement of young men on which some action should be taken, either by the Government or industry, so as to avoid waste of manpower or of ability."

94. GREAT BRITAIN. PRIME MINISTER. *The Economic Implications of Full Employment.* London, H.M.S.O., 1956. Pp. 13.

Full employment in Great Britain has brought high prices. This White Paper focuses attention on the problem of high prices, analyses the causes of the problem and explains its dangers and then tells what the Government and people will have to do if price stability is to be maintained in the future.

95. GREGG, MILTON FOWLER. *Winter Employment Campaign.* Ottawa, Dept. of Labour, 1956. Pp. 4.

Canada at work broadcast No. 594.

96. INTERNATIONAL LABOUR OFFICE. *National Employment Services, United States.* Geneva, 1955. Pp. 165.

Prepared by the U.S. Bureau of Employment Security. A survey of public employment services in the U.S.

97. MACDONALD, KEITH. *What is Mathematics?* Ottawa, Dept. of Labour, 1956. Pp. 4.

Canada at work broadcast No. 597.

98. NASLUND, BERTIL. *Winter Construction.* Translated by H. A. G. Nathan. Ottawa, 1955. Pp. 64.

Translated from the Swedish.

This booklet describes Swedish observations and experience gained in winter construction.

99. NATIONAL CHILD LABOR COMMITTEE, NEW YORK. *Child Labor vs. Work Experience; Annual Report ... for the Year ending September 30, 1955.* New York, 1955. Pp. 18.

100. PERRIN, J. BESWICK. *Labour and Capital: shewing Some of the Consequences of the Nine Hours Movement.* London, Robert Hardwicke, 1872. Pp. 15.

This pamphlet is interesting from a historical point of view. The author is against the 9-hour day because it will give the workman a few hours each day to get into mischief.

101. U.S. BUREAU OF LABOR STATISTICS. *Woodworking Circular-Saw Accidents; a Detailed Analysis of Accidents resulting from the Operation of Woodworking Circular Saws, 1951 and 1952.* Washington, G.P.O., 1956. Pp. 68.

Permanent disabilities occur much more frequently from woodworking circular-saw accidents than in other kinds of injuries.

---

## Decisions of Umpire

(Continued from page 1047)

*Prima facie*, full-time attendance at a school is not consistent with availability for work. It is only when sincere efforts to find work and willingness to accept at once suitable employment, should it become available, are demonstrated that the presumption of non-availability is rebutted.

For these reasons, the appeal of the chief claims officer is allowed, and I direct that the disqualification previously imposed under Section 54(2) of the Act be reinstated from the date that this decision shall have been communicated to the claimant.

## Selected Bibliography on Labour Literature (Novels, Plays, Poetry) in Department of Labour Library

The publications listed below may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired.

1. ABELSON, Alter.

*Songs of Labor.* Poems. Newburgh, N.Y., Paebar Co., c1947. 111p.

(Labour, already expressing itself in political action, now finds an authentic voice in poetry. The songs are the expression of the individual among the working force.)

2. BAIRD, Irene.

*Waste Heritage.* Toronto, Macmillan, 1939. 329p.

(This book deals with unemployment conditions during the depression in Western Canada.)

3. BOYER, Richard Owen.

*The Dark Ship.* Boston, Little, Brown, 1947. 306p.

(A fictional account of the National Maritime Union and its leaders; a story of troop transport during World War II.)

4. CHAPLIN, Ralph.

*Wobbly, the Rough-and-Tumble Story of an American Radical.* Chicago, Univ. of Chicago Press, 1948. 435p. (An autobiography.)

(Autobiographical; the story of the "Wobblies" the Industrial Workers of the World. The author especially denounced the movement to which he had made great sacrifices.)

5. COLTON, Samuel.

*Sagas of Struggle; a Labor Anthology.* New York, Claridge Publishing Corp., c1951. 128p.

(The editor states that he has "tried to present a sampling of the people of American labor". The selection is a history represented by stories of the labour force showing their varied sentiments, and their deep concern for justice in their fight against the conditions faced by the working class.)

6. GALSWORTHY, John.

*Strife, a Drama in Three Acts.* London, Duckworth, 1912. 110p.

(Concerns a strike in the Trenartha Tin Plate works, on the border of England and Wales. Time about 1900-09.)

7. GILBRETH, Frank Bunker.

*Cheaper by the Dozen*, by Frank G. Gilbreth Jr. and Ernestine Gilbreth Carey. New York, T.Y. Crowell Co., 1948. 237p.

(The story of a husband and wife team of industrial engineers during the years 1910-1924. The head of the firm of Gilbreth Inc., and father of the family, was to the world a distinguished innovator in scientific factory management who used his family as a sort of laboratory for a study of the elimination of waste motions—"motion study".

8. HARDY, Frank J.

*Power without Glory; a novel in Three Parts*, by Frank J. Hardy, "Ross Franklyn". 4th ed. Melbourne, Realist Print and Pub. Co. 1951. 669p.

(The first of three novels planned to give a picture of main streams of Australian life in the 20th century.)

9. HUGHES, Rupert.

*The Giant wakes; a Novel about Samuel Gompers.* 1st ed., Los Angeles, Borden Pub. Co., 1950. 294p.

(This novel is a picture of the appalling conditions against which Samuel Gompers fought as a young man. It takes place in the United States during the late 19th and early 20th centuries.)

10. MALLESON, Miles.

*Six Men of Dorset, a Play in Three Acts*, by Miles Malleeson and N. Brooks. 3d ed. London, Victor Gollancz, 1952. 110p.

(A play concerning the six Dorsetshire labourers sentenced March 17, 1839, to seven years transportation because of their trade union activity.)

11. MASON, Alfred Edward Woodley.

*The Broken Road.* 2nd ed. London, Smith, Elder & Co., 1908. 352p.

(The story takes place in the India of the 19th century and is centered around the building of a road into the interior of India.)

12. SINCLAIR, Upton Beall.

*The Cry for Justice, an Anthology of the Literature of Social Protest: the Writings of Philosophers, Poets, Novelists, Social Reformers, and Others who have voiced the Struggle against Social Injustice, selected from Twenty-Five Languages covering a Period of Five Thousand Years.* Edited by Upton Sinclair, with an introduction by Jack London. New York, Upton Sinclair, c1915. 891p.

13. SORENSEN, Reginald.

*Tolpuddle or "who's afeared", a Democratic Episode in Three Acts.* London, T. C. Foley, 1928. 83p.

(A play founded on the story of the "Dorchester Martyrs", six labourers sentenced to seven years transportation because of their trade union activities.)

14. TRESSALL, Robert.

*The Ragged Trousered Philanthropists.* London, Grant Richards Ltd., 1914. 391p.

(A grimly realistic picture of working class conditions in England, composed mainly of painters, paper-hangers, plasterers, etc. The author himself was a painter and sign writer.)

15. VON RHAU, Henry.

*Fraternally Yours.* Boston, Houghton Mifflin Co., 1949. 274p.

(Satire about union racketeering in New York. A contemporary novel dealing with the building worker.)

16. WILLIAMS, Ben Ames.

*Owen Glen . . .* Boston, Houghton Mifflin Co., 1950. 629p.

(The scene of the book is a small town in the southern Ohio coal fields; the period is the eighteen-nineties.)

17. WORKERS EDUCATION BUREAU OF AMERICA.

*Songs for Labor.* Washington, American Federation of Labor, 1953? 14p. Mimeographed.

(Contents include: Union songs, Patriotic songs, Popular songs.)

## PAI Study Meeting

(Continued from page 971)

In the case of a good many companies in 13 branches of Canadian industry, he said, the profits realized are between 2·64 and 11·82 per cent of investments and between 0·63 and 6·68 per cent of sales.

He also stressed the need "to imbue the general public with this notion of fair profits, of profits as the essential sustenance of the concern as well as of the whole country".

The fourth speaker was Jean Jacques Gagnon, Personnel Director at the Arvida plant of the Aluminum Co. of Canada, Ltd., who spoke on remuneration for labour.

"As business administrators who must make profits and be efficient," he said, "we must endeavour particularly to pay fair wages, while considering, of course, the skill, the care, the results, the effort and the conditions of work in comparison with wages paid by other concerns situated in similar circumstances in the same locality."

Mr. Gagnon added that the boss "has no right to be sentimental". He must be

practical and well-informed, as he must make sure that his concern will survive, while at the same time discharging his other duties.

At the close of a banquet offered by the city, Lt.-Col. Hervé Baribeau, President of the PAI, gave the following explanation as to why profits had been chosen as the theme of this study day.

"In the first place," he said, "it is because profits are legal and moral, and because they correspond to an economic plan essential to the prosperity of the country.

"In the second place, we must make known the facts about profits so as to fight prejudice against them with the only effective weapon, which is the truth.

"The third reason is that profits are needed to attract the capital which is indispensable to the development of business concerns, and because they ensure the stability of these concerns as well as that of employment."



# Labour Statistics

	PAGE
Tables A-1 and A-2—Labour Force.....	1069
Table B-1—Labour Income.....	1070
Tables C-1 to C-6—Employment, Hours and Earnings.....	1071
Tables D-1 to D-5—Employment Service Statistics.....	1077
Tables E-1 to E-4—Unemployment Insurance.....	1083
Tables F-1 and F-2—Prices.....	1086
Tables G-1 and G-2—Strikes and Lockouts.....	1087

## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED MAY 19, 1956**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,664	111	421	1,592	2,071	1,004	465
Agricultural.....	823	*	47	180	211	357	25
Non-Agricultural.....	4,841	108	374	1,412	1,860	647	440
Males.....	4,352	93	330	1,248	1,537	792	352
Agricultural.....	780	*	44	177	203	330	23
Non-Agricultural.....	3,572	90	286	1,071	1,334	462	329
Females.....	1,312	18	91	344	534	212	113
Agricultural.....	43	*	*	*	*	27	*
Non-Agricultural.....	1,269	18	88	341	526	185	111
All Ages.....	5,664	111	421	1,592	2,071	1,004	465
14—19 years.....	512	14	39	183	165	81	30
20—24 years.....	734	18	55	231	243	132	50
25—44 years.....	2,621	50	186	735	964	464	222
45—64 years.....	1,566	27	120	391	601	285	142
65 years and over.....	231	*	21	52	93	42	21
<i>Persons with Jobs</i>							
All status groups.....	5,499	102	397	1,517	2,038	991	454
Males.....	4,209	84	308	1,182	1,509	782	344
Females.....	1,290	18	89	335	529	209	110
Agricultural.....	817	*	47	178	209	356	24
Non-Agricultural.....	4,682	99	350	1,339	1,829	635	430
Paid workers.....	4,263	82	311	1,209	1,686	586	389
Males.....	3,098	66	234	899	1,198	414	287
Females.....	1,165	16	77	310	488	172	102
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	165	*	24	75	33	13	11
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,016	147	459	1,431	1,618	901	460
Males.....	961	40	101	242	287	182	109
Females.....	4,055	107	358	1,189	1,331	719	351

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended May 19, 1956		Week Ended April 21, 1956		Week Ended May 21, 1955	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	181	170	274	255	228	211
Without Jobs.....	165	156	257	240	213	197
Under 1 month.....	43	—	57	—	50	—
1— 3 months.....	59	—	96	—	65	—
4— 6 months.....	42	—	81	—	55	—
7—12 months.....	14	—	14	—	30	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	16	14	17	15	15	14
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	11	10	12	11	11	10

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transport- ation, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	324	78	278	256	37	1,068
1955—January.....	73	316	60	258	244	35	986
February.....	70	325	57	258	246	35	991
March.....	62	328	57	260	250	35	992
April.....	61	333	64	268	249	36	1,011
May.....	72	338	74	275	253	37	1,049
June.....	80	344	85	281	262	38	1,090
July.....	83	343	86	284	251	38	1,085
August.....	85	351	93	284	256	38	1,107
September.....	84	354	94	287	266	38	1,123
October.....	86	354	100	288	264	39	1,131
November.....	86	354	89	292	268	39	1,128
December.....	85	357	78	293	265	39	1,117
1956—January.....	75	349	71	280	263	39	1,077
February.....	79	358	69	282	264	38	1,090
March.....	70	365	69	284	266	39	1,093
April.....	68	371	78R	291	277	40	1,125R
May.....	78	377	89	301	281	40	1,166

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At May 1, employers in the principal non-agricultural industries reported a total employment of 2,610,291.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.44
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1953—Jan. 1.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1.....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1.....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1.....	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1.....	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1.....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1.....	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1.....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1.....	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1.....	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1.....	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.28
Aug. 1.....	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.18
Sept. 1.....	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.24
Oct. 1.....	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1.....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1.....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1.....	114.6	162.2	140.9	60.54	109.8	156.9	142.1	62.47
Feb. 1.....	112.3	164.0	145.3	62.43	110.2	164.0	147.9	65.05
Mar. 1.....	113.2	167.3	147.1	63.20	112.3	168.5	149.1	65.57
Apr. 1.....	113.5	168.4	147.6	63.43	113.4	171.2	150.1	66.02
May 1.....	115.2	172.1	148.7	63.90	114.1	174.1	151.7	66.69

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).



**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1 1956	Apr. 1 1956	May 1 1955	May 1 1956	Apr. 1 1956	May 1 1955
(a) Provinces						
Newfoundland.....	119.4	117.7	118.8	54.97	55.96	54.50
Prince Edward Island.....	102.3	105.7	107.6	47.24	46.43	47.72
Nova Scotia.....	93.5	95.2	91.6	53.12	52.19	51.32
New Brunswick.....	98.8	102.0	93.9	53.89	54.97	52.49
Quebec.....	113.2	111.4	105.3	61.19	60.58	58.45
Ontario.....	118.3	116.7	110.3	66.58	66.14	63.64
Manitoba.....	103.7	102.9	101.2	60.28	59.67	57.94
Saskatchewan.....	111.9	108.3	108.7	59.99	60.01	56.81
Alberta (including Northwest Territories).....	137.1	134.4	121.0	64.82	65.33	60.66
British Columbia (including Yukon).....	117.1	113.2	106.2	69.47	68.65	65.82
Canada.....	115.2	113.5	107.4	63.90	63.43	60.96
(b) Metropolitan Areas						
St. John's.....	113.6	115.1	112.3	46.03	47.06	45.68
Sydney.....	89.0	89.7	92.5	64.60	63.02	60.69
Halifax.....	114.1	117.6	108.7	50.76	51.76	49.39
Saint John.....	95.5	109.1	103.8	50.53	51.93	51.07
Quebec.....	107.4	104.0	106.1	52.64	51.60	50.55
Sherbrooke.....	102.3	106.2	99.8	53.92	52.31	49.86
Three Rivers.....	115.0	108.8	102.8	58.61	58.06	57.06
Drummondville.....	77.0	77.0	74.6	54.35	54.18	52.83
Montreal.....	117.7	115.3	110.7	62.69	61.82	59.67
Ottawa—Hull.....	115.9	114.5	110.3	58.02	57.32	55.74
Peterborough.....	101.4	98.5	93.2	68.88	67.49	63.87
Oshawa.....	177.3	170.4	160.5	83.83	80.69	68.75
Niagara Falls.....	118.9	116.4	115.9	72.51	71.87	68.96
St. Catharines.....	124.7	123.3	114.7	76.10	75.14	69.89
Toronto.....	125.9	125.1	119.5	67.47	66.92	64.40
Hamilton.....	112.3	110.0	102.3	69.12	68.85	65.37
Brantford.....	93.1	92.8	82.8	62.27	64.03	60.79
Galt.....	108.8	107.2	96.2	57.82	57.49	55.55
Kitchener.....	109.0	107.3	102.4	61.22	60.60	59.60
Sudbury.....	131.9	132.1	127.3	78.03	77.72	74.68
London.....	115.4	115.3	110.5	61.45	60.81	58.16
Sarnia.....	133.9	128.4	118.4	79.09	77.22	74.10
Windsor.....	109.9	109.2	105.5	72.34	72.68	78.20
Sault Ste. Marie.....	125.5	119.8	114.0	77.11	77.34	69.22
Ft. William—Pt. Arthur.....	111.1	103.0	105.1	64.46	63.74	59.97
Winnipeg.....	103.5	102.3	102.5	57.59	56.96	55.56
Regina.....	114.4	110.2	113.6	57.61	57.57	54.94
Saskatoon.....	112.3	107.7	113.4	56.01	56.56	53.77
Edmonton.....	165.1	156.7	143.1	59.90	60.84	57.72
Calgary.....	147.7	143.2	132.9	61.76	61.87	59.41
Vancouver.....	114.5	111.8	104.2	67.11	66.16	63.39
Victoria.....	116.6	116.0	113.2	61.52	61.22	59.99

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1 1956	Apr. 1 1956	May 1 1955	May 1 1956	Apr. 1 1956	May 1 1955
<b>Mining</b> .....	<b>116.9</b>	<b>117.3</b>	<b>109.0</b>	<b>76.69</b>	<b>76.16</b>	<b>71.92</b>
Metal mining.....	122.3	120.8	113.8	79.88	78.60	75.48
Gold.....	77.0	76.7	81.4	70.55	69.75	68.07
Other metal.....	164.4	161.8	144.0	83.95	82.50	79.39
Fuels.....	102.7	109.3	96.9	73.67	74.73	67.37
Coal.....	66.7	69.1	70.5	60.62	59.11	57.11
Oil and natural gas.....	220.7	240.9	184.0	86.58	89.39	80.35
Non-metal.....	136.0	126.3	124.7	70.71	69.39	68.18
<b>Manufacturing</b> .....	<b>114.1</b>	<b>113.4</b>	<b>107.3</b>	<b>66.69</b>	<b>66.02</b>	<b>63.81</b>
Food and beverages.....	101.2	99.4	98.6	58.96	59.37	57.23
Meat products.....	119.1	118.9	112.1	67.99	69.97	66.42
Canned and preserved fruits and vegetables.....	75.6	71.8	67.4	53.88	53.16	52.16
Grain mill products.....	103.5	101.7	104.6	62.80	62.31	60.92
Bread and other bakery products.....	106.6	106.9	104.5	55.67	56.05	53.59
Biscuits and crackers.....	92.4	91.3	92.0	48.06	46.28	46.14
Distilled and malt liquors.....	103.6	102.7	100.7	74.52	73.86	71.48
Tobacco and tobacco products.....	76.8	84.9	81.4	67.02	59.76	61.62
Rubber products.....	112.0	110.8	106.3	68.85	67.16	65.45
Leather products.....	90.0	91.5	85.5	44.65	44.72	43.40
Boots and shoes (except rubber).....	93.3	94.9	88.5	42.46	42.81	41.46
Textile products (except clothing).....	87.0	88.0	84.4	53.02	51.96	51.95
Cotton yarn and broad woven goods.....	89.8	90.3	85.2	50.72	49.10	49.25
Woollen goods.....	73.7	73.3	69.1	50.56	50.11	49.44
Synthetic textiles and silk.....	84.0	88.3	87.1	58.93	57.48	57.36
Clothing (textile and fur).....	94.9	96.6	90.5	43.30	42.52	41.81
Men's clothing.....	100.3	100.9	94.5	42.93	42.56	40.54
Women's clothing.....	95.7	98.0	94.2	43.97	43.07	42.46
Knit goods.....	82.0	84.3	76.8	43.51	42.30	42.98
Wood products.....	106.1	106.2	102.3	57.28	56.61	55.54
Saw and planing mills.....	106.7	107.4	104.4	59.04	58.74	57.38
Furniture.....	109.2	109.7	103.0	55.28	54.05	53.05
Other wood products.....	97.3	94.5	91.2	52.61	50.98	50.62
Paper products.....	120.8	118.4	114.1	77.44	77.60	73.86
Pulp and paper mills.....	123.1	120.0	117.8	82.91	83.49	78.96
Other paper products.....	115.2	114.6	105.0	63.16	62.51	59.86
Printing, publishing and allied industries.....	114.4	113.6	111.0	71.12	71.13	67.76
Iron and steel products.....	111.8	110.8	100.8	74.62	73.56	70.20
Agricultural implements.....	69.2	71.1	73.4	73.92	75.53	70.52
Fabricated and structural steel.....	149.9	143.8	125.2	78.11	77.08	74.51
Hardware and tools.....	109.7	109.2	99.8	70.95	69.22	65.81
Heating and cooking appliances.....	104.0	105.2	97.3	64.30	62.10	61.97
Iron castings.....	108.5	108.4	92.1	73.85	72.99	69.75
Machinery mfg.....	118.4	116.6	106.2	73.14	71.36	68.73
Primary iron and steel.....	120.8	118.6	105.5	81.09	80.99	74.90
Sheet metal products.....	110.6	110.2	103.2	71.13	69.68	67.42
Transportation equipment.....	146.6	144.9	138.6	75.31	74.56	73.51
Aircraft and parts.....	352.7	353.8	334.2	77.58	77.25	74.00
Motor vehicles.....	148.9	147.3	140.2	82.62	82.38	86.67
Motor vehicle parts and accessories.....	130.3	127.9	122.6	76.06	76.00	71.36
Railroad and rolling stock equipment.....	91.9	88.5	83.2	68.66	67.67	64.81
Shipbuilding and repairing.....	150.3	150.4	144.2	69.17	66.21	65.15
Non-ferrous metal products.....	128.7	127.4	120.6	74.81	75.21	71.73
Aluminum products.....	135.7	134.3	122.4	69.64	69.45	67.81
Brass and copper products.....	114.7	114.0	103.1	72.36	73.02	68.74
Smelting and refining.....	149.1	146.3	141.9	80.44	81.59	77.22
Electrical apparatus and supplies.....	149.2	148.3	131.1	72.37	70.95	68.33
Non-metallic mineral products.....	131.3	127.9	116.2	69.00	69.27	66.13
Clay products.....	109.5	104.5	101.4	65.61	65.41	63.10
Glass and glass products.....	134.0	134.1	123.0	67.37	67.65	64.94
Products of petroleum and coal.....	129.6	127.4	121.9	96.18	94.82	90.94
Chemical products.....	126.5	125.1	121.0	73.19	72.95	69.38
Medicinal and pharmaceutical preparations.....	114.4	114.8	107.7	67.45	67.49	65.06
Acids, alkalis and salts.....	129.3	128.4	123.1	80.73	81.73	77.17
Miscellaneous manufacturing industries.....	107.8	106.5	100.0	57.07	56.32	55.07
<b>Construction</b> .....	<b>114.4</b>	<b>101.4</b>	<b>99.2</b>	<b>67.34</b>	<b>66.78</b>	<b>60.88</b>
Building and structures.....	124.3	112.7	103.1	72.76	71.21	65.52
Building.....	129.1	117.7	103.7	72.72	70.43	64.83
Engineering work.....	103.7	91.4	100.7	72.98	75.53	68.65
Highways, bridges and streets.....	98.5	83.2	93.0	56.32	57.12	52.71
<b>Service</b> .....	<b>120.0</b>	<b>117.8</b>	<b>111.0</b>	<b>42.90</b>	<b>42.60</b>	<b>40.78</b>
Hotels and restaurants.....	113.9	111.5	105.0	36.19	35.87	35.15
Laundries and dry cleaning plants.....	108.4	105.9	105.2	39.83	39.34	38.62
Other service.....	156.4	155.3	140.9	61.85	61.52	57.91
<b>Industrial composite</b> .....	<b>115.2</b>	<b>113.5</b>	<b>107.4</b>	<b>63.90</b>	<b>63.43</b>	<b>60.9*</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	May 1, 1956	Apr. 1, 1956	May 1, 1955	May 1, 1956	Apr. 1, 1956	May 1, 1955
Newfoundland.....	39.9	41.8	44.3	139.7	145.6	138.0
Nova Scotia.....	41.2	40.5	41.8	132.2	132.7	126.4
New Brunswick.....	42.1	42.2	41.8	135.3	133.8	129.3
Quebec.....	42.5	41.9	42.1	134.7	133.9	129.8
Ontario.....	41.3	41.0	41.1	159.8	159.1	153.6
Manitoba.....	41.1	40.6	40.1	141.8	141.0	137.4
Saskatchewan.....	40.5	40.3	40.6	157.8	159.1	150.6
Alberta (1).....	40.2	40.1	39.9	155.0	155.8	152.0
British Columbia (2).....	38.3	38.2	38.4	180.5	179.3	172.7

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).



**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1 1956	Apr. 1 1956	May 1 1955	May 1 1956	Apr. 1 1956	May 1 1955	May 1 1956	Apr. 1 1956	May 1 1955
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42-8	42-6	42-3	168-8	168-5	160-3	72.25	71.78	67.81
Metal mining.....	43-6	43-3	43-7	175-6	173-5	165-3	76.56	75.13	72.24
Gold.....	45-0	45-1	45-4	145-8	143-5	139-7	65.61	64.72	63.42
Other metal.....	43-0	42-6	42-7	189-8	188-2	180-3	81.61	80.17	76.99
Fuels.....	40-5	40-9	38-3	156-3	160-9	152-7	63.30	65.81	59.48
Coal.....	40-6	38-9	37-7	147-5	150-0	146-7	59.89	58.35	55.31
Oil and natural gas.....	40-4	46-0	40-2	181-5	184-0	171-9	73.33	84.64	69.10
Non-metal.....	43-1	42-2	43-4	158-9	159-3	151-3	68.49	67.22	65.66
Manufacturing.....	41-4	41-1	41-2	151-1	150-5	145-4	62.56	61.86	59.90
Food and beverages.....	40-9	41-3	41-3	131-4	132-2	126-9	53.74	54.60	52.41
Meat products.....	40-8	42-3	40-4	155-5	158-3	154-9	63.44	66.96	62.58
Canned and preserved fruits and vegetables.....	39-6	38-3	39-8	117-3	119-1	113-1	46.45	45.62	45.01
Grain mill products.....	41-5	41-3	41-8	142-5	141-9	138-6	59.14	58.60	57.93
Bread and other bakery products.....	43-9	44-7	43-7	115-3	114-9	109-8	50.62	51.36	47.98
Distilled and malt liquors.....	40-7	40-5	40-2	169-5	167-8	162-0	68.99	67.96	65.12
Tobacco and tobacco products.....	42-5	39-5	40-4	149-9	140-2	142-7	63.71	55.38	57.65
Rubber products.....	41-8	40-9	42-1	157-0	153-9	148-5	65.63	62.95	62.52
Leather products.....	39-9	40-1	39-9	103-7	103-4	100-4	41.38	41.46	40.06
Boots and shoes (except rubber).....	39-3	39-9	39-3	99-8	99-4	97-1	39.22	39.66	38.16
Textile products (except clothing).....	42-4	41-5	42-4	113-8	113-1	112-5	48.25	46.94	47.70
Cotton yarn and broad woven goods.....	41-5	40-3	41-0	113-6	112-0	113-3	47.14	45.14	46.45
Woolen goods.....	42-8	42-3	43-1	106-7	106-2	104-6	45.67	44.92	45.08
Synthetic textiles and silk.....	43-7	42-9	43-9	121-4	120-9	117-8	53.05	51.87	51.71
Clothing (textile and fur).....	39-1	38-0	38-0	99-6	99-9	98-5	38.94	37.96	37.43
Men's clothing.....	39-0	38-3	37-7	99-7	100-3	96-9	38.88	38.41	36.53
Women's clothing.....	37-4	36-3	37-1	103-5	104-5	103-3	38.71	37.93	38.32
Knit goods.....	40-6	39-1	39-0	98-2	97-7	98-3	39.87	38.20	38.34
• Wood products.....	41-4	40-8	41-3	132-3	132-6	129-0	54.77	54.10	53.28
Saw and planing mills.....	40-1	39-8	40-3	142-1	142-9	137-8	56.98	56.87	55.53
Furniture.....	43-2	42-4	42-6	120-5	120-1	117-4	52.06	50.92	50.01
Other wood products.....	44-1	42-4	43-5	111-6	111-2	109-5	49.22	47.15	47.63
Paper products.....	42-5	42-4	42-5	172-0	172-4	163-8	73.10	73.10	69.62
Pulp and paper mills.....	42-7	42-8	42-7	183-9	184-5	174-6	78.53	78.97	74.55
Other paper products.....	42-0	41-3	41-8	136-2	135-9	129-9	57.20	56.13	54.30
Printing, publishing and allied industries.....	40-2	40-2	40-2	179-9	179-8	172-3	72.32	72.28	69.26
• Iron and steel products.....	42-1	41-5	41-3	171-0	170-0	162-6	71.99	70.55	67.15
Agricultural implements.....	40-8	41-3	40-0	175-3	178-3	170-7	71.52	73.64	68.28
Fabricated and structural steel.....	41-4	41-5	40-9	174-2	168-7	168-1	72.12	70.01	68.75
Hardware and tools.....	42-3	42-3	41-9	158-9	156-3	147-3	68.01	66.11	61.72
Heating and cooking appliances.....	42-3	41-2	41-2	144-3	142-3	143-6	61.04	58.63	59.16
Iron castings.....	43-2	42-6	42-1	166-7	166-5	160-9	72.01	70.93	67.74
Machinery manufacturing.....	43-3	42-0	42-0	163-6	161-6	156-1	70.84	67.87	65.56
Primary iron and steel.....	41-1	40-9	40-7	190-3	191-0	176-8	78.21	78.12	71.96
Sheet metal products.....	41-3	40-9	41-2	163-2	161-4	154-9	67.40	66.01	63.82
Transportation equipment.....	41-6	41-2	41-0	172-6	171-8	168-3	71.80	70.78	70.52
Aircraft and parts.....	41-0	41-2	40-4	175-7	173-7	171-3	72.04	71.56	69.21
Motor vehicles.....	42-3	42-2	45-3	185-1	184-5	184-0	78.30	77.86	83.35
Motor vehicle parts and accessories.....	41-8	41-3	41-4	175-5	175-7	165-8	73.36	72.56	68.64
Railroad and rolling stock equipment.....	41-1	41-0	39-8	164-1	163-0	160-4	67.45	66.83	63.84
Shipbuilding and repairing.....	41-9	39-8	41-9	163-3	162-4	154-1	68.42	64.64	64.57
• Non-ferrous metal products.....	41-1	41-5	41-2	170-5	170-2	164-2	70.08	70.63	67.65
Aluminum products.....	40-7	40-8	41-5	147-1	146-8	145-7	59.87	59.89	60.47
Brass and copper products.....	42-5	42-9	41-8	158-9	158-8	155-0	67.53	68.13	64.79
Smelting and refining.....	40-7	41-4	41-1	185-2	185-4	176-8	75.38	76.76	72.66
• Electrical apparatus and supplies.....	41-0	40-9	40-4	159-5	157-2	152-1	65.40	64.29	61.45
Heavy electrical machinery and equipment.....	41-8	41-4	40-3	172-4	170-1	167-0	72.06	70.42	67.30
• Non-metallic mineral products.....	43-5	43-1	43-5	151-8	153-3	145-4	66.03	66.07	63.25
Clay products.....	43-6	43-6	44-3	140-9	140-6	135-3	61.43	61.30	59.94
Glass and glass products.....	43-2	42-9	42-1	152-4	152-4	145-3	65.32	65.38	62.33
Products of petroleum and coal.....	41-4	40-8	42-6	207-7	206-8	195-2	85.99	84.37	83.16
Chemical products.....	41-3	41-3	41-5	157-5	156-8	149-2	65.05	64.76	61.92
Medicinal and pharmaceutical preparations.....	41-3	41-5	41-1	130-1	130-0	123-5	53.73	53.95	50.76
Acids, alkalis and salts.....	41-7	42-2	42-0	179-3	180-2	171-2	74.77	76.04	71.90
Miscellaneous manufacturing industries.....	41-5	41-5	41-2	122-5	120-5	118-7	50.84	50.01	48.90
• Durable goods.....	41-7	41-3	41-5	162-8	162-2	156-7	67.89	66.99	65.03
Non-durable goods.....	41-1	40-7	41-0	137-6	137-1	132-9	56.55	55.80	54.49
Construction.....	40-2	39-6	38-8	163-6	164-9	151-2	65.77	65.30	58.67
Buildings and structures.....	40-3	39-1	39-0	175-0	175-9	167-0	70.53	68.78	63.02
Highways, bridges and streets.....	39-9	40-9	38-3	134-0	135-4	121-3	53.47	55.38	48.76
Electric and motor transportation.....	44-5	44-9	44-7	149-3	149-3	144-1	66.44	67.04	64.41
Service.....	40-7	40-4	40-6	88-8	89-1	85-9	36.14	36.00	34.88
Hotels and restaurants.....	40-6	40-3	40-6	88-8	89-1	85-7	36.05	35.91	34.79
Laundries and dry cleaning plants.....	41-5	41-3	41-6	84-7	84-9	82-0	35.15	35.06	34.11

\* Durable manufactured goods industries.

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Week Preceding:						
April 1, 1955.....	41.1	144.3	59.31	142.2	116.1	122.5
May 1, 1955.....	41.2	145.4	59.90	143.6	116.4	123.4
June 1, 1955.....	41.0	145.5	59.66	143.0	115.9	123.4
July 1, 1955.....	40.9	145.0	59.31	142.2	116.0	122.6
August 1, 1955.....	40.8	145.1	59.20	141.9	116.4	121.9
September 1, 1955.....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955.....	41.5	144.8	60.09	144.1	116.9	123.3
November 1, 1955.....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955.....	41.6	146.1	60.78	145.7	116.9	124.6
January 1, 1956.....	41.4*	147.5	61.07*	146.4	116.8	125.3
February 1, 1956.....	41.2	147.3	60.69	145.5	116.4	125.0
March 1, 1956.....	41.3	148.5	61.33	147.0	116.4	126.3
April 1, 1956(1).....	41.1	150.4	61.81	148.2	116.6	127.1

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39.0 and \$57.53.

(1) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

		Unfilled Vacancies*			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
June	1, 1950.....	25,038	16,375	41,413	184,335	70,062	254,397
June	1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
June	1, 1952.....	26,915	18,253	45,168	163,530	61,295	224,825
June	1, 1953.....	24,564	21,143	45,707	152,488	49,614	202,102
June	1, 1954.....	14,284	15,790	30,074	237,848	76,782	314,630
June	1, 1955.....	21,675	18,451	40,126	205,630	76,273	281,903
July	1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
August	1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
September	1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
October	1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
November	1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December	1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January	1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February	1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March	1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
April	1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
May	1, 1956 <sup>(1)</sup> .....	35,698	19,913	55,611	313,750	89,239	402,989
June	1, 1956 <sup>(1)</sup> .....	44,157	22,612	66,769	160,642	68,697	229,339

\* Current vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.



**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MAY 31, 1956<sup>(1)</sup>**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				April 30, 1956	May 31, 1955		
<b>Agriculture, Fishing, Trapping.....</b>	<b>3,296</b>	<b>357</b>	<b>3,653</b>	—	55	+	1,172
<b>Forestry.....</b>	<b>9,157</b>	<b>24</b>	<b>9,181</b>	+	3,554	+	6,503
<b>Mining, Quarrying and Oil Wells.....</b>	<b>1,356</b>	<b>87</b>	<b>1,443</b>	+	149	+	337
Metal Mining.....	733	10	743	—	53	+	399
Fuels.....	363	28	391	+	107	+	38
Non-Metal Mining.....	135	11	146	+	64	—	116
Quarrying, Clay and Sand Pits.....	22	1	23	—	1	—	3
Prospecting.....	103	37	140	+	32	+	19
<b>Manufacturing.....</b>	<b>8,840</b>	<b>3,429</b>	<b>12,269</b>	+	1,349	+	5,201
Foods and Beverages.....	796	346	1,142	+	244	+	285
Tobacco and Tobacco Products.....	5	16	21	—	3	—	2
Rubber Products.....	77	26	103	+	31	+	44
Leather Products.....	138	180	318	+	29	+	181
Textile Products (except clothing).....	183	228	411	+	39	+	163
Clothing (textile and fur).....	228	1,367	1,595	+	60	+	307
Wood Products.....	971	126	1,097	+	209	+	510
Paper Products.....	436	101	537	+	53	+	354
Printing, Publishing and Allied Industries.....	260	159	419	—	17	+	126
Iron and Steel Products.....	1,701	208	1,909	+	320	+	1,101
Transportation Equipment.....	1,781	89	1,870	+	274	+	851
Non-Ferrous Metal Products.....	551	63	614	+	89	+	381
Electrical Apparatus and Supplies.....	711	180	891	+	16	+	344
Non-Metallic Mineral Products.....	226	48	274	+	79	+	118
Products of Petroleum and Coal.....	72	22	94	—	13	+	13
Chemical Products.....	498	156	654	—	62	+	262
Miscellaneous Manufacturing Industries.....	206	114	320	+	1	+	163
<b>Construction.....</b>	<b>5,538</b>	<b>167</b>	<b>5,705</b>	+	2,062	+	2,275
General Contractors.....	4,321	104	4,425	+	1,746	+	1,741
Special Trade Contractors.....	1,217	63	1,280	+	316	+	534
<b>Transportation, Storage and Communication.....</b>	<b>3,206</b>	<b>536</b>	<b>3,742</b>	+	854	+	2,191
Transportation.....	2,810	210	3,020	+	853	+	1,795
Storage.....	114	23	137	+	36	+	66
Communication.....	282	303	585	—	35	+	330
<b>Public Utility Operation.....</b>	<b>390</b>	<b>85</b>	<b>475</b>	—	139	+	318
<b>Trade.....</b>	<b>4,270</b>	<b>3,370</b>	<b>7,640</b>	+	661	+	2,366
Wholesale.....	1,587	787	2,374	+	203	+	832
Retail.....	2,683	2,583	5,266	+	458	+	1,534
<b>Finance, Insurance and Real Estate.....</b>	<b>1,026</b>	<b>1,396</b>	<b>2,422</b>	+	196	+	761
<b>Service.....</b>	<b>8,874</b>	<b>13,296</b>	<b>22,170</b>	+	2,901	+	6,987
Community or Public Service.....	617	2,015	2,632	+	377	+	846
Government Service.....	5,390	631	6,021	+	360	+	3,170
Recreation Service.....	182	222	404	—	39	+	66
Business Service.....	1,145	481	1,626	—	22	+	591
Personal Service.....	1,540	9,947	11,487	+	2,225	+	2,314
<b>GRAND TOTAL.....</b>	<b>45,953</b>	<b>22,747</b>	<b>68,700</b>	+	11,532	+	28,111

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT MAY 31, 1956 <sup>(1)</sup>**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers...	6,346	1,103	7,449	3,284	1,144	4,428
Clerical workers.....	2,696	5,757	8,453	7,404	18,286	25,690
Sales workers.....	1,796	1,511	3,307	3,318	8,738	12,056
Personal and domestic service workers...	2,489	10,870	13,359	19,742	12,023	31,765
Seamen.....	30	.....	30	843	2	845
Agriculture and fishing.....	3,741	171	3,912	1,354	267	1,621
Skilled and semiskilled workers.....	18,965	2,204	21,169	75,811	15,609	91,420
Food and kindred products (inc. tobacco).....	114	40	154	773	544	1,317
Textiles, clothing, etc.....	117	1,479	1,596	2,844	9,588	12,432
Lumber and wood products.....	8,666	6	8,672	15,899	98	15,997
Pulp, paper (inc. printing).....	62	29	91	570	392	962
Leather and leather products.....	51	89	140	857	970	1,827
Stone, clay and glass products.....	16	2	18	188	27	215
Metalworking.....	1,771	25	1,796	6,058	774	6,832
Electrical.....	223	42	265	997	999	1,996
Transportation equipment.....	44	3	47	403	34	437
Mining.....	485	.....	485	886	.....	886
Construction.....	2,179	1	2,180	16,032	2	16,034
Transportation (except seamen).....	1,786	40	1,826	14,284	64	14,348
Communications and public utility.....	89	.....	89	396	.....	396
Trade and service.....	486	377	863	2,073	1,105	3,178
Other skilled and semiskilled.....	2,514	61	2,575	9,249	733	9,982
Foremen.....	110	6	116	1,865	269	2,134
Apprentices.....	252	4	256	2,437	10	2,447
Unskilled workers.....	8,094	996	9,090	48,886	12,623	61,514
Food and tobacco.....	289	171	460	1,822	2,985	4,807
Lumber and lumber products.....	1,108	8	1,116	8,405	240	8,645
Metalworking.....	668	26	694	2,038	420	2,458
Construction.....	3,462	.....	3,462	22,871	1	22,872
Other unskilled workers.....	2,567	791	3,358	13,750	8,082	22,732
<b>GRAND TOTAL.....</b>	<b>44,157</b>	<b>22,612</b>	<b>66,769</b>	<b>160,642</b>	<b>68,697</b>	<b>229,339</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 31, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) May 31 1956	Previous Month May 3, 1956	Previous Year June 2 1955	(1) May 31 1956	Previous Month May 3 1956	Previous Year June 2 1955
<b>Newfoundland.....</b>	<b>482</b>	<b>267</b>	<b>343</b>	<b>10,828</b>	<b>20,427</b>	<b>8,603</b>
Corner Brook.....	58	42	6	3,263	5,070	2,183
Grand Falls.....	.....	4	15	1,387	2,511	854
St. John's.....	424	221	322	6,178	12,846	5,566
<b>Prince Edward Island.....</b>	<b>256</b>	<b>250</b>	<b>257</b>	<b>1,168</b>	<b>3,105</b>	<b>1,383</b>
Charlottetown.....	182	190	194	671	1,817	863
Summerside.....	74	60	63	497	1,288	520
<b>Nova Scotia.....</b>	<b>1,726</b>	<b>1,403</b>	<b>2,055</b>	<b>10,588</b>	<b>21,113</b>	<b>12,453</b>
Amherst.....	30	34	68	428	937	488
Bridgewater.....	35	56	25	454	1,358	458
Halifax.....	1,023	1,058	1,263	2,533	4,229	3,597
Inverness.....	.....	.....	.....	650	948	298
Kentville.....	328	64	212	1,166	2,326	924
Liverpool.....	39	11	45	164	458	199
New Glasgow.....	118	71	89	1,029	2,875	1,933
Springhill.....	7	2	7	297	737	241
Sydney.....	37	40	276	2,465	3,634	2,963
Truro.....	75	61	41	738	1,838	561
Yarmouth.....	34	6	29	664	1,773	791
<b>New Brunswick.....</b>	<b>1,796</b>	<b>1,434</b>	<b>1,859</b>	<b>12,759</b>	<b>25,756</b>	<b>13,869</b>
Bathurst.....	11	17	9	1,338	4,520	1,562
Campbellton.....	49	45	24	1,393	2,709	1,473
Edmundston.....	71	320	56	881	1,962	955
Fredericton.....	338	176	652	673	1,606	859
Minto.....	120	90	6	303	800	382
Moncton.....	610	494	703	2,638	4,823	2,530
Newcastle.....	10	5	.....	1,185	2,775	1,269
Saint John.....	311	23	254	2,846	3,205	3,333
St. Stephen.....	46	8	46	656	1,334	573
Sussex.....	117	36	84	275	780	264
Woodstock.....	113	9	25	571	1,242	669
<b>Quebec.....</b>	<b>18,390</b>	<b>15,361</b>	<b>10,518</b>	<b>84,611</b>	<b>151,142</b>	<b>94,036</b>
Asbestos.....	73	72	50	304	614	390
Beauharnois.....	76	60	41	400	685	492
Buckingham.....	14	8	41	550	1,271	562
Causapscal.....	304	438	31	1,613	3,778	1,580
Chandler.....	4	3	32	793	2,162	545
Chicoutimi.....	603	577	230	843	2,070	921
Dolbeau.....	132	61	46	974	2,764	799
Drummondville.....	44	86	63	988	1,350	1,106
Farnham.....	57	24	37	650	1,050	643
Forestville.....	1,558	1,562	15	984	1,881	1,120
Gaspé.....	14	13	10	790	1,295	551
Granby.....	56	44	29	817	1,449	1,022
Hull.....	174	189	44	1,372	3,178	1,657
Joliette.....	145	109	152	1,538	3,254	1,576
Jonquière.....	130	141	97	1,169	2,230	915
Lachute.....	58	50	31	270	647	318
La Malbaie.....	110	113	9	829	2,397	620
La Tuque.....	593	452	91	320	730	224
Lévis.....	195	193	176	1,800	2,690	2,699
Louiseville.....	65	59	38	477	1,328	560
Magog.....	51	12	.....	478	499	.....
Maniwaki.....	20	34	3	265	1,055	463
Matane.....	418	461	475	1,352	4,303	1,217
Mégantic.....	88	27	103	513	1,396	667
Mont-Laurier.....	29	13	16	659	1,497	767
Montmagny.....	55	40	28	783	2,094	1,071
Montreal.....	6,972	5,841	4,498	28,071	38,174	34,310
New Richmond.....	43	286	134	849	2,102	727
Port Alfred.....	41	24	46	398	1,012	506
Québec.....	927	825	770	7,090	13,082	9,010
Rimouski.....	204	297	240	1,810	4,813	1,856
Rivière du Loup.....	62	191	319	2,200	4,103	2,697
Roberval.....	34	12	9	703	1,688	841
Rouyn.....	375	283	82	2,509	3,881	1,820
Ste. Agathe.....	136	16	79	344	997	454
Ste. Anne de Bellevue.....	124	106	59	496	937	436
Ste. Thérèse.....	97	73	70	531	1,261	639
St. Georges Est.....	1,528	61	248	2,239	3,539	1,666
St. Hyacinthe.....	389	354	436	979	1,375	973
St. Jean.....	89	124	74	872	1,547	872
St. Jérôme.....	72	49	39	671	1,379	559
St. Joseph d'Alma.....	59	31	33	1,018	2,472	964
Sept Iles.....	106	61	63	1,110	1,777	693
Sherwinigan Falls.....	106	119	76	1,970	3,446	1,969
Sherbrooke.....	265	272	225	2,164	3,116	2,491
Sorel.....	115	36	27	1,012	1,821	1,352
Thetford Mines.....	76	61	66	1,149	1,940	1,008
Trois Rivières.....	594	832	229	1,861	3,260	2,681



**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 31, 1956**

(Source: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) May 31 1956	Previous Month May 3 1956	Previous Year June 2 1955	(1) May 31 1956	Previous Month May 3 1956	Previous Year June 2 1955
<b>Quebec—con.</b>						
Val d'Or.....	642	268	670	1,426	2,209	1,165
Valleyfield.....	123	109	56	851	1,661	1,099
Victoriaville.....	145	189	82	757	1,883	763
<b>Ontario.....</b>	<b>23,443</b>	<b>20,773</b>	<b>13,247</b>	<b>60,642</b>	<b>93,676</b>	<b>87,240</b>
Arnprior.....	85	105	17	103	268	122
Barrie.....	176	203	180	628	1,143	802
Belleville.....	37	19	36	628	1,223	1,027
Bracebridge.....	572	213	810	288	608	315
Brampton.....	118	142	102	289	375	359
Brantford.....	178	168	111	1,393	1,469	1,441
Brockville.....	55	52	11	137	278	272
Carleton Place.....	3	1	.....	89	233	129
Chatham.....	293	276	110	1,184	1,744	1,038
Cobourg.....	11	15	13	336	465	380
Collingwood.....	44	28	36	253	409	440
Cornwall.....	211	148	76	1,212	1,762	1,483
Fort Erie.....	95	58	39	320	349	303
Fort Frances.....	14	35	16	179	438	232
Fort William.....	513	394	94	730	1,449	1,108
Galt.....	153	145	44	227	456	614
Gananoque.....	18	25	5	98	129	96
Goderich.....	38	30	24	171	279	289
Guelph.....	191	232	100	674	940	895
Hamilton.....	1,234	1,149	686	4,199	6,648	6,494
Hawkesbury.....	32	31	21	185	787	248
Ingersoll.....	85	85	20	180	235	300
Kapuskasing.....	310	115	22	715	1,497	690
Kenora.....	174	157	57	174	293	294
Kingston.....	178	197	201	792	1,083	841
Kirkland Lake.....	305	133	77	645	1,060	609
Kitchener.....	173	117	120	840	1,095	1,407
Leamington.....	80	112	20	393	528	520
Lindsay.....	78	84	156	262	513	459
Listowel.....	57	57	34	95	240	179
London.....	998	1,018	624	1,789	2,581	2,589
Midland.....	34	40	37	178	461	290
Napanee.....	17	10	12	144	500	285
New Toronto.....	403	386	185	1,217	1,431	1,735
Niagara Falls.....	154	162	120	614	1,084	1,223
North Bay.....	66	82	152	453	982	754
Oakville.....	339	327	167	230	210	230
Orillia.....	80	49	26	275	521	372
Oshawa.....	220	271	130	1,434	1,913	1,541
Ottawa.....	4,231	4,179	1,309	2,422	4,085	2,458
Owen Sound.....	77	59	65	540	1,175	856
Parry Sound.....	21	18	15	79	310	119
Pembroke.....	380	394	304	742	1,418	1,010
Perth.....	40	29	54	188	407	203
Peterborough.....	241	242	72	1,354	2,229	1,511
Pictou.....	14	25	9	156	348	163
Port Arthur.....	654	582	139	1,168	3,374	2,040
Port Colborne.....	29	23	14	226	337	343
Prescott.....	41	21	15	412	854	470
Renfrew.....	30	23	52	188	331	463
St. Catharines.....	267	222	244	1,286	1,447	1,790
St. Thomas.....	183	143	71	410	820	745
Sarnia.....	133	129	63	698	920	1,112
Sault Ste. Marie.....	669	451	137	694	1,246	1,091
Simcoe.....	79	104	54	387	909	489
Sioux Lookout.....	42	19	12	121	217	173
Smiths Falls.....	13	12	9	184	286	253
Stratford.....	90	91	68	253	323	421
Sturgeon Falls.....	3	2	.....	347	1,025	1,001
Sudbury.....	777	435	393	1,394	2,962	1,675
Timmins.....	689	110	65	874	1,906	1,366
Toronto.....	5,654	5,480	4,425	16,104	21,253	28,352
Trenton.....	87	99	37	365	630	601
Walkerton.....	44	58	39	216	374	313
Wallaceburg.....	16	23	11	217	347	330
Welland.....	102	69	19	552	809	902
Weston.....	564	454	359	921	1,038	1,167
Windsor.....	384	360	439	4,160	4,112	3,101
Woodstock.....	67	46	63	231	505	317
<b>Manitoba.....</b>	<b>3,867</b>	<b>2,901</b>	<b>2,317</b>	<b>11,361</b>	<b>20,474</b>	<b>12,938</b>
Brandon.....	316	334	304	708	1,812	743
Dauphin.....	57	52	16	398	977	456
Flin Flon.....	102	64	46	84	139	162
Portage la Prairie.....	74	58	49	354	1,005	472
The Pas.....	7	24	8	70	70	70
Winnipeg.....	3,311	2,369	1,894	9,747	16,471	11,035

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MAY 31, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies (2)			Live Applications		
	(1) May 31 1956	Previous Month May 3 1956	Previous Year June 2 1955	(1) May 31 1956	Previous Month May 3 1956	Previous Year June 2 1955
<b>Saskatchewan</b> .....	<b>3,760</b>	<b>2,822</b>	<b>1,651</b>	<b>6,214</b>	<b>13,207</b>	<b>8,359</b>
Estevan.....	172	125	51	93	260	100
Moose Jaw.....	433	452	221	502	916	650
North Battleford.....	135	130	53	510	861	574
Prince Albert.....	278	77	110	1,005	2,121	1,530
Regina.....	1,261	953	498	1,396	2,700	1,592
Saskatoon.....	980	624	492	1,521	3,342	2,508
Swift Current.....	169	230	85	199	437	286
Weyburn.....	56	76	54	100	336	129
Yorkton.....	276	155	87	888	2,234	990
<b>Alberta</b> .....	<b>6,368</b>	<b>5,355</b>	<b>3,859</b>	<b>9,360</b>	<b>19,921</b>	<b>14,981</b>
Blairmore.....	21	32	16	268	384	402
Calgary.....	2,040	1,650	1,571	2,603	4,632	3,764
Drumheller.....	23	28	21	275	504	467
Edmonton.....	2,424	1,845	1,642	4,517	10,828	7,321
Edson.....	82	87	34	180	332	274
Lethbridge.....	1,339	1,408	318	695	1,464	1,097
Medicine Hat.....	289	208	144	303	591	776
Red Deer.....	150	97	76	519	1,186	851
<b>British Columbia</b> .....	<b>6,681</b>	<b>5,045</b>	<b>4,020</b>	<b>21,805</b>	<b>34,165</b>	<b>28,041</b>
Chilliwack.....	64	64	66	454	915	679
Courtenay.....	171	94	40	270	407	461
Cranbrook.....	57	9	21	463	773	569
Dawson Creek.....	54	66	20	445	754	449
Duncan.....	139	82	45	257	450	226
Kamloops.....	213	140	140	512	1,015	410
Kelowna.....	25	18	26	527	1,146	434
Kitimat.....	452	525	.....	204	243	.....
Mission City.....	46	90	554	430	736	704
Nanaimo.....	85	78	57	421	635	449
Nelson.....	53	75	36	373	821	466
New Westminster.....	312	343	233	2,329	3,771	2,946
Penticton.....	45	11	25	360	720	329
Port Alberni.....	74	105	20	241	242	303
Prince George.....	417	209	194	1,403	2,381	1,766
Prince Rupert.....	90	127	122	382	877	493
Princeton.....	24	12	3	79	203	124
Trail.....	17	18	26	392	786	411
Vancouver.....	3,498	2,167	1,636	9,688	13,760	13,895
Vernon.....	87	71	68	595	1,004	515
Victoria.....	641	484	486	1,706	2,041	1,968
Whitehorse.....	117	257	202	277	488	444
<b>Canada</b> .....	<b>66,769</b>	<b>55,611</b>	<b>40,126</b>	<b>229,339</b>	<b>402,989</b>	<b>281,903</b>
Males.....	44,157	35,698	21,675	160,642	313,750	205,630
Females.....	22,612	19,913	18,451	68,697	89,239	76,273

<sup>1</sup> Preliminary subject to revision.<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (5 months).....	295,916	194,509	101,407	23,991	73,268	106,367	58,331	33,959
1956 (5 months).....	380,338	271,173	109,165	27,159	89,329	139,995	77,100	46,755

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, MAY 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims†	Weeks Paid‡ (Disability Days in Brackets)		Amount of Benefit Paid
					\$
Newfoundland.....	14.5	4,122	63,859	(641)	1,306,007
Prince Edward Island.....	1.3	331	5,790	(261)	98,739
Nova Scotia.....	12.0	3,863	52,888	(3,704)	929,574
New Brunswick.....	14.6	5,053	64,449	(2,750)	1,214,851
Quebec.....	91.4	30,169	401,686	(39,008)	7,884,385
Ontario.....	49.6	18,404	218,191	(27,911)	4,044,673
Manitoba.....	9.9	3,134	43,743	(4,669)	789,893
Saskatchewan.....	7.4	1,978	32,749	(2,217)	604,443
Alberta.....	10.3	3,766	45,262	(3,614)	863,762
British Columbia.....	17.5	7,412	76,784	(8,683)	1,418,300
Total, Canada, May 1956.....	228.5	78,232	1,005,401	(93,458)	19,154,627
Total, Canada, April 1956.....	415.2	126,654	1,743,909	(137,339)	33,201,609
Total, Canada, May 1955.....	269.0	94,663	6,388,940	(93,939)§	20,016,815

\* 1955 estimates based on the number of payment documents for the month. 1956 estimates based on count of weeks paid.

† Though the seasonal benefit period ended on April 21 (in 1955, April 15), a residual of payments was made during May in respect of this type of benefit.

‡ Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

§ Days.



**TABLE E-2.—REGULAR CLAIMANTS (\*) HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE MAY 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)									May 31, 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
CANADA.....	188,927	33,578	12,848	18,916	32,238	25,129	20,345	16,691	29,182	240,708
Male.....	132,145	23,524	8,610	12,574	23,789	18,871	14,738	11,174	18,865	176,267
Female.....	56,782	10,054	4,238	6,342	8,449	6,258	5,607	5,517	10,317	64,441
Newfoundland.....	8,583	617	487	689	1,749	1,214	1,208	1,393	1,226	7,293
Male.....	8,137	568	465	658	1,695	1,158	1,145	1,331	1,117	6,935
Female.....	446	49	22	31	54	56	63	62	109	358
Prince Edward Island....	819	79	51	54	153	105	90	126	161	841
Male.....	603	61	36	42	110	87	69	85	113	634
Female.....	216	18	15	12	43	18	21	41	48	207
Nova Scotia.....	9,502	1,439	680	1,046	1,829	1,171	906	928	1,503	12,461
Male.....	7,877	1,213	570	909	1,590	956	723	765	1,161	10,884
Female.....	1,615	226	110	137	239	215	183	163	342	1,577
New Brunswick.....	11,469	1,550	852	1,269	2,141	1,789	1,445	1,142	1,281	11,680
Male.....	9,648	1,295	736	1,109	1,843	1,525	1,248	932	960	10,164
Female.....	1,821	255	116	160	298	264	197	210	321	1,516
Quebec.....	70,197	10,368	4,803	6,981	12,829	11,481	8,923	5,563	9,249	85,752
Male.....	51,064	6,761	3,277	4,664	9,743	9,407	7,286	4,099	5,827	63,668
Female.....	19,133	3,607	1,526	2,317	3,086	2,074	1,637	1,464	3,422	22,084
Ontario.....	53,339	14,399	3,636	5,099	7,557	5,496	4,306	4,082	8,764	71,696
Male.....	32,850	10,253	2,038	2,872	4,636	3,334	2,288	2,174	5,255	46,512
Female.....	20,489	4,146	1,598	2,227	2,921	2,162	2,018	1,908	3,509	25,184
Manitoba.....	8,225	1,070	498	834	1,199	861	892	1,011	1,860	9,547
Male.....	4,715	582	292	424	772	502	481	505	1,157	5,879
Female.....	3,510	488	206	410	427	359	411	506	703	3,668
Saskatchewan.....	4,242	242	267	395	666	447	484	554	1,187	5,582
Male.....	2,728	125	177	281	485	269	298	318	775	4,243
Female.....	1,514	117	90	114	181	178	186	236	412	1,339
Alberta.....	7,626	1,085	475	848	1,607	974	691	627	1,319	14,034
Male.....	5,517	779	353	665	1,316	735	439	366	864	11,671
Female.....	2,109	306	122	183	291	239	252	261	455	2,363
British Columbia.....	14,925	2,729	1,099	1,701	2,508	1,591	1,400	1,265	2,632	21,822
Male.....	8,996	1,887	666	950	1,599	898	761	599	1,636	15,677
Female.....	5,929	842	433	751	909	693	639	666	996	6,145

\* Seasonal benefit is no longer applicable, the period having expired on April 21 (in 1955, April 15).

† This total, which includes disability claimants, is comparable to former totals of ordinary, short-time and temporary lay-off claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
MAY 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (Regular Benefit only) and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,608	2,236	372	4,145	1,734	2,411	754
Prince Edward Island.....	244	169	75	359	161	198	56
Nova Scotia.....	3,711	2,721	990	5,006	3,170	1,836	816
New Brunswick.....	3,904	2,940	964	5,497	3,259	2,238	888
Quebec.....	27,236	19,307	7,929	34,035	21,782	12,253	6,271
Ontario.....	30,771	17,428	13,343	32,205	23,860	8,345	5,773
Manitoba.....	3,395	2,383	1,012	3,953	2,676	1,277	337
Saskatchewan.....	1,371	1,075	296	1,961	1,171	790	159
Alberta.....	3,281	2,449	832	4,498	2,998	1,500	501
British Columbia.....	7,578	5,148	2,430	8,834	5,901	2,933	1,702
Total, Canada, May 1956.....	84,099	55,856	28,243	100,493	66,712	33,781	17,260
Total, Canada, April 1956.....	135,369	99,870	35,499	157,040	96,902	60,138	33,654
Total, Canada, May 1955.....	97,623	60,568	37,055	108,241	83,953	24,288	21,651

\* In addition, revised claims received numbered 24,978.

† In addition, 26,590 revised claims were disposed of. Of these, 3,373 were special requests not granted and 1,170 were appeals by claimants. There were 3,050 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1955—April.....	3,469,000	2,863,800	605,200†
May.....	3,260,000	2,906,100	353,900
June.....	3,253,000	3,012,300	240,700
July.....	3,298,000	3,111,700	186,300
August.....	3,309,000	3,141,300	167,700
September.....	3,345,000	3,192,200	152,800
October.....	3,343,000	3,197,600	145,400
November.....	3,359,000	3,195,900	163,100
December.....	3,407,000	3,187,200	219,800
1956—January.....	3,505,000	3,116,900	388,100†
February.....	3,532,000	3,055,100	476,900†
March.....	3,571,000	3,060,000	511,000†
April.....	3,586,000	3,074,900	511,100†

\* Claimants having an unemployment register in the live file last working day of preceding month. The series prior to November 1955 has been revised to include all claimants (ordinary, short-time and temporary lay-off).

† Includes seasonal benefit claimants.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	108.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6
July.....						

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF JUNE 1956**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	June 1955	May 1956	June 1956					
(1) St. John's, Nfld.....	104.3	106.6	107.6	106.1	109.8	100.8	104.4	114.5
Halifax.....	114.6	114.7	115.6	106.9	125.8	114.5	120.4	120.3
Saint John.....	117.3	117.5	118.2	110.1	129.9	116.8	117.6	124.8
Montreal.....	116.3	116.6	118.1	114.7	137.5	107.8	114.8	120.6
Ottawa.....	116.9	117.7	118.8	111.1	137.3	111.4	115.9	124.2
Toronto.....	118.3	119.1	120.4	112.0	148.7	111.1	116.4	120.9
Winnipeg.....	115.0	116.1	116.6	110.8	127.6	112.8	113.5	121.6
Saskatoon—Regina.....	114.3	114.6	115.2	111.6	118.1	114.7	116.6	116.5
Edmonton—Calgary.....	113.8	114.3	114.9	108.1	121.2	113.9	117.0	119.7
Vancouver.....	116.8	117.7	118.4	111.9	128.4	113.7	125.0	120.7

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JUNE, 1955, 1956†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1956*						
January.....	13‡	13	17,335‡	17,335	338,340	0.38
February.....	12	22	3,884	20,144	234,795	0.27
March.....	12	22	2,324	3,243	16,875	0.02
April.....	14	20	2,500	2,772	10,050	0.01
May.....	29	33	16,420	17,855	136,510	0.16
June.....	23	36	9,576	16,815	77,775	0.09
Cumulative.....	103		52,039		814,345	0.15
1955						
January.....	18‡	18	12,179‡	12,179	218,985	0.25
February.....	5	12	346	2,843	20,669	0.02
March.....	7	13	1,778	2,297	15,752	0.02
April.....	16	21	1,821	2,656	25,369	0.03
May.....	9	17	2,237	3,200	40,500	0.05
June.....	24	32	5,216	6,730	47,510	0.05
Cumulative.....	79		23,577		368,785	0.07

\* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JUNE 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss In Man- Working Days	Date Began	Particulars(?)
	Establish- ments	Workers			
Strikes and Lockouts in Progress Prior to June 1956					
MINING— Lead and zinc miners, Ainsworth, B.C.	1	68	100	Mar. 21	For a new agreement providing for increased wages and reduced hours from 44 to 40 per week with same take-home pay, following reference to conciliation board; concluded June 2; negotiations; compromise.
MANUFACTURING— <i>Vegetable Foods, etc.</i> — Bakery workers, Vernon, B.C.	1	.....	.....	May 1	For a union agreement providing for increased wages and reduced hours from 44 to 40 per week with same take-home pay; later information indicates business discontinued by May 5; indefinite.
<i>Textiles, Clothing, etc.</i> — Cotton factory workers, Drummondville, Que.	1	1,320	7,900	Apr. 27	Dispute over quality checkers; concluded June 8; conciliation; compromise agreement signed.
Cotton factory, workers, Magog, Que.	1	2,010	12,000	May 8	Protesting proposed time-study of certain operations; concluded June 8; conciliation; compromise agreement signed.
Cotton factory workers, Sherbrooke, Que.	1	925	5,500	May 11	Protesting dismissal of a worker for poor workmanship; concluded June 8; conciliation; compromise agreement signed.
Cotton factory workers, Ville Montmorency, Que.	1	1,529	9,170	May 18	For a new agreement providing for increased wages, union shop or Rand formula, seniority and other changes, and dispute <i>re</i> time study findings, following reference to arbitration board; concluded June 8; conciliation; compromise.
<i>Metal Products</i> — Electrical apparatus factory workers, Toronto, Ont.	1	351	7,300	May 3	For a new agreement providing for increased wages and pension plan, following reference to conciliation board: unconcluded.
Electrical apparatus factory workers, Pembroke, Ont.	1	20	240	Apr. 5	For a greater increase in wages than recommended by conciliation board in new agreement under negotiations; concluded June 18; negotiations; compromise.
Die casting factory workers, Wallaceburg, Ont.	1	294	6,000	May 17	For a new agreement providing for reduced hours from 45 to 40 per week with same take-home pay, following reference to conciliation board; unconcluded.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JUNE 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss In Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Establish- ments	Workers			
Strikes and Lockouts in Progress Prior to June 1956—Concluded					
CONSTRUCTION— <i>Buildings and Structures—</i> Asbestos insulation mechanics and improvers, Ontario.	15	260	4,000	May 14	For a new agreement providing for increased wages, welfare fund and ratio of three mechanics to one improver, following reference to conciliation board; concluded by June 25; negotiations; compromise.
Power machine operators, Ottawa, Ont.	.....	150	1,500	May 31	For increased wages; concluded by June 18; negotiations; compromise.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Electric Railways and Local Bus Lines—</i> Bus drivers, mechanics, checkers and helpers, Windsor, Ont.	1	283	560	May 21	For seniority in holiday schedules; concluded June 2; negotiations; in favour of workers.
TRADE— Ready-mix concrete jobbers, Halifax, N.S.	1	22	75	May 15	For a new agreement providing for increased wages, reduced hours from 49½ to 44½ per week with same take-home pay and fringe benefits; concluded June 5; negotiations; compromise.
Steel jobbers, Kitchener, Ont.	1	7	5	May 28	For a union agreement providing for increased wages, reduced hours and fringe benefits; concluded June 1; negotiations; in favour of workers.
Strikes and Lockouts Commencing During June 1956					
LOGGING— Bush workers, Fort William, Ont.	1	600	2,400	June 26	For improved camp conditions, transportation from camp to job and settlement of other grievances; concluded June 29; negotiations; in favour of workers.
MINING— Coal miners, New Waterford, N.S.	1	475	475	June 5	Protesting suspension of a worker for infraction of safety regulations; concluded June 6; return of workers; in favour of employer.
Coal strippers, Minto, N.B.	1	51	90	June 25	Protesting employment of four non-union workers; concluded June 26; negotiations; in favour of workers.
MANUFACTURING— <i>Rubber and Its Products—</i> Tire factory workers, Toronto, Ont.	1	<sup>(3)</sup> 280	500	June 4	Protesting suspension of a machine operator for poor workmanship; concluded June 6; return of workers; in favour of employer.



**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JUNE 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss In Man- Working Days	Date Began	Particulars(?)
	Establish- ments	Workers			
Strikes and Lockouts Commencing During June 1956—Continued					
Tire factory workers, Hamilton, Ont.	1	750	750	June 12	Protesting penalty suspension of four workers for infraction of company rules; concluded June 13; return of workers; in favour of employer.
Textiles, Clothing, etc.— Textile weavers, Cornwall, Ont.	1	17	60	June 1	For upward revision of incentive bonus; concluded June 6; return of workers pending settlement; indefinite.
Blanket factory workers, Brantford, Ont.	1	220	700	June 4	Protesting alleged violation of seniority in transfer of a worker to another job; concluded June 7; return of workers pending reference to arbitration; indefinite.
Hosiery factory workers, London, Ont.	1	12	35	June 9	For continuance of terms of agreement under new management and protesting suspension of two workers for union activity during working hours; concluded June 13; negotiations; compromise, workers reinstated.
Knitted goods factory workers, Berthierville, Que.	1	8	125	June 11	Protesting proposed reduction in piece-work rates; un- concluded.
Miscellaneous Wood Products— Sawmill workers, Vavenby, B.C.	1	24	130	June 22	For a union agreement providing for increased wages and union shop; un- concluded.
Metal Products— Nickel and copper smelter mill workers, Copper Cliff, Ont.	1	4,700	7,000	June 10	Alleged delay in negotiations for a new agreement providing for increased wages, time-and-one-half for Sunday work and changes in working conditions; concluded June 11; return of workers pending settlement; indefinite.
Die casting factory workers, Hamilton, Ont.	1	160	350	June 13	For increased incentive rates; concluded June 16; return of workers pending settlement indefinite.
Structural steel fabricators and erectors, Windsor, Ont.	1	600	900	June 20	Protesting suspension of eight workers for failure to follow instructions; concluded June 21; negotiations; indefinite, result not reported.
Electrical apparatus factory workers, St. Catharines, Ont.	1	582	1,160	June 25	Protesting penalty suspension of welders; concluded June 26; return of workers; in favour of employer.
Motor vehicle factory workers, Windsor, Ont.	1	(4) 200	400	June 27	Protesting suspension of a worker; concluded June 28; return of workers; in favour of employer.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JUNE 1956 <sup>(1)</sup>

Industry, Occupation, Locality	Number Involved		Time Loss In Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Establish- ments	Workers			
Strikes and Lockouts Commencing During June 1956—Concluded					
<i>Non-Metallic Minerals, Chemicals, etc.— Explosives factory workers, Nobel, Ont.</i>	1	275	2,750	June 3	For a new agreement providing for increased wages and other changes; concluded June 15; negotiations; compromise.
<i>CONSTRUCTION— Buildings and Structures— Plumbers and steamfitters, Southwestern Ontario.</i>	15	( <sup>5</sup> ) 264	4,200	June 6	For a new agreement providing for increased wages; partial return of workers; un- concluded.
<i>Labourers, Kitchener, Ont.</i>	1	30	45	June 8	For a union agreement; con- cluded June 11; negotiations; indefinite, result not reported
<i>TRANSPORTATION AND PUBLIC UTILITIES— Other Local and Highway Transport— Truck drivers, ware- housemen and helpers, Windsor, Hamilton, Kitchener, Ont.</i>	3	( <sup>6</sup> ) 91	240	June 1 and 8	Protest against branch mana- ger at Windsor working on Saturdays; concluded June 10; conciliation; indefinite, result not reported.
<i>Miscellaneous— Wire broadcast and television service employees, Montreal, Que.</i>	1	43	160	June 27	For a union agreement pro- viding for increased wages, reduced hours from 44 to 40 per week with same take- home pay, union shop and check-off, following reference to arbitration board; uncon- cluded.
<i>SERVICE— Business and Personal— Laundry workers and dry cleaners, Moncton, N.B.</i>	1	( <sup>7</sup> ) 31	620	June 6	For increased wages, following reference to conciliation board; unconcluded.
<i>TRADE— Ready-mix concrete jobbers, Toronto, Ont.</i>	1	150	300	June 19	Inter-union dispute as to bar- gaining agency; concluded June 20; return of workers pending vote; indefinite.
<i>Dairy workers and route salesmen, Pembroke, Ont.</i>	1	13	35	June 28	Protesting dismissal of union steward; concluded June 30; return of workers pending reference to arbitration; indefinite.

<sup>(1)</sup> Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

<sup>(2)</sup> In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

<sup>(3)</sup> 1,000 indirectly affected; <sup>(4)</sup> 2,200 indirectly affected; <sup>(5)</sup> 5,000 indirectly affected; <sup>(6)</sup> 600 indirectly affected; <sup>(7)</sup> 8 indirectly affected.

# Here's **VALUE**

## **A 50% Reduction under This Special GROUP SUBSCRIPTION OFFER**

**A 12 MONTHS' SUBSCRIPTION**

**TO THE**

## **LABOUR GAZETTE**

**For  
Only**

**\$1.00**

**Per  
Subscription**

**FOR GROUPS OF FIVE OR MORE SUBSCRIBERS**

Cut the regular price in half by ordering five or more subscriptions at the same time. This offer is designed so that a union local can subscribe for its members, a company for its foremen and personnel officers, a university class for all students in labour relations, labour law, or labour economics



**A list of names and addresses of subscribers must accompany each order**



Send remittance by cheque or postal money order, payable to the  
Receiver General of Canada, to Circulation Manager, **LABOUR GAZETTE**,  
Department of Labour, Ottawa



## manpower and labour relations

### REVIEW

Economics and Research Branch, Department of Labour, Canada

#### Current Manpower Situation

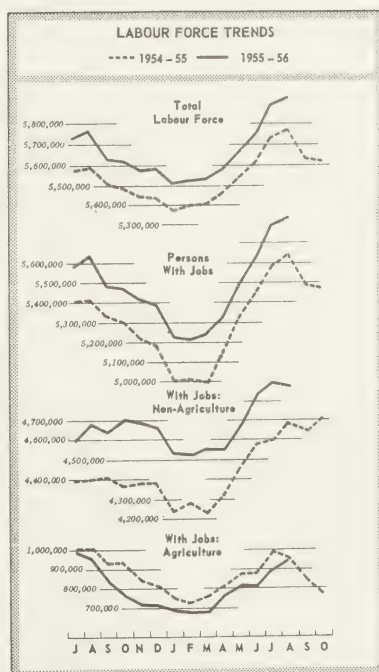
**M**ANPOWER resources continued to be fully utilized during August. Employment rose slightly from July's record figure and the low level of unemployment remained unchanged. Harvesting requirements accentuated the scarcity of labour, particularly in the western provinces.

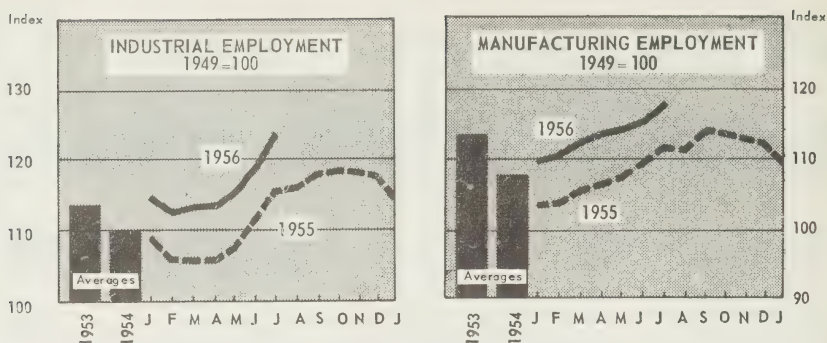
It is clear that the basic employment trend has been rising steadily since spring. From a low of 5,216,000 in February, the number of persons with jobs climbed rapidly to 5,789,000 in July and then, largely because of the scarcity of workers, it rose more slowly to 5,823,000, in August.

From the employment experience of past years, a seasonal rise of about 500,000 could be expected during this period. The actual figures indicate a more-than-seasonal gain of about 2 per cent.

Although harvesting requirements brought about an estimated increase of 49,000 in agriculture during the month, most farming areas were in urgent need of more workers. Much of the increase in farm workers was drawn from construction and forestry, resulting in a decline of 15,000 in non-agricultural employment and accentuating the scarcity of labour in these industries. Most of the shift from non-farm work occurred in the Atlantic and Prairie regions.

There was little or no change in total unemployment during August in spite of a temporary layoff in the automobile industry. The number of





persons without jobs and seeking work was still just over 100,000, representing 1.7 per cent of the labour force. The number of persons registered for jobs with the National Employment Service declined gradually to 170,000 at mid-August and continued to fall during the last two weeks of the month.

The large number of jobs currently available has attracted many persons who do not usually work or seek work. The economic expansion of the past year provided work for 154,000 persons who entered the labour force and 28,000 who were without jobs and seeking work. Of the increase in the labour force, some 65,000 were immigrant workers and about 40,000 came from the natural increase in population. The remaining 50,000 were the result of the increasing participation in the labour force. In August, 55.2 per cent of the non-institutional population of working age was in the labour force—the highest participation rate since 1949 (see p. 1096).

Construction is undoubtedly the major stimulus behind the current heavy demand for labour. In July, for example, total non-farm employment was about 6 per cent higher than a year before but construction employment was 15 per cent higher. This has meant about 60,000 additional construction workers and probably even more were required by industries supplying the construction industry.

Earlier this year, intended investment in construction was estimated to be more than \$6 billion, some 19 per cent higher than the value of work put in place in 1955. Good progress has been made in carrying out this program. The table below shows the distribution of intended construction through the five regions and the changes in construction employment, as reported to DBS by firms with 15 or more employees. Too much significance should not be attached to the differences in these figures. For one thing, the value figures relate to construction for the whole year, while the employment figures refer to the difference between mid-year pay periods. The table does indicate, however, the impact of the increase in construction work in various regions.

In the Pacific region, not only is the size of the construction program amazingly large (by far the largest value per capita of any region) but, surprisingly enough, labour supplies are almost sufficient to meet demand. While shortages of skilled construction workers do exist, these tradesmen are not as scarce as in many other parts of the country. In the Prairies, the demands of increasing industrialization and, currently, the harvesting

Construction in Canada  
Percentage Changes in Investment and Employment

Regions	Increase in Investment from 1955 to 1956	Increase in Employment from July 1955 to July 1956 (per cent)
Atlantic .....	12.9	21.9
Quebec.....	11.0	26.6
Ontario.....	18.0	15.5
Prairie .....	16.6	9.5
Pacific.....	46.6	33.4
CANADA .....	18.6	19.2

Source: *Construction in Canada, 1954-1956 and Employment and Payrolls, DBS.*

of an above-average grain crop have added to the labour requirements of a heavy construction program. A general shortage of all types of workers prevails in all but three small areas in the region. In Ontario, there is a scarcity of construction workers in most areas and the demand for construction materials from all parts of the country is responsible for a marked increase in manufacturing employment.

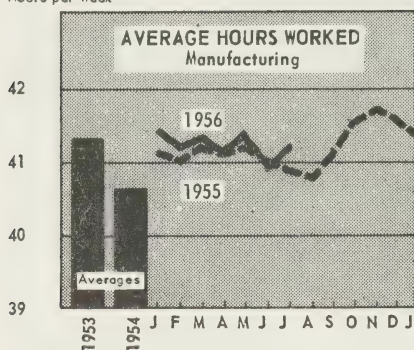
Construction work, however, has not been the only stimulus behind the current upsurge in economic activity. As might be expected, there has also been a sharp rise in spending for new machinery and equipment, which was expected to amount to \$2.4 billion in 1956. About 30 per cent more had been spent in this sector during the first six months of 1956 than in the same period in 1955. Not all of this represents activity in domestic manufacturing; a substantial portion was met through a rise in merchandise imports. During the first half of this year, total imports rose by 32 per cent from the same period in 1955. Nevertheless, most of the demand is being met at home and has contributed much to the current high level of employment.

Consumer expenditures for goods and services have also provided strong support for rising employment. There was a particularly sharp rise in disposable income from the first to the second quarter of this year—almost 5 per cent seasonally adjusted; this was attributable in large measure to the upsurge in employment this spring. The gain was accompanied by an increase in consumer spending. Seasonally adjusted series indicate that spending for durable consumer goods dropped during the first quarter of this year but increased significantly during the second quarter, reflecting a sharp upturn in passenger car sales. Spending for non-durable goods has also risen steadily so that total consumer expenditures for goods during the second quarter of this year was nearly 7 per cent higher than in the same quarter a year ago. Preliminary statistics suggest continuing strength through the summer and autumn months.

Commodity exports in the first six months of this year were about 13 per cent higher than last year, reflecting a high level of demand for both agricultural and industrial raw materials. Finally, business inventory accumulation continued, although the rate of inventory investment in the second quarter of 1956 was not as great as during the first



Hours per Week



quarter. Reflecting these rising demands, employment in manufacturing at July 1 was more than 5.6 per cent higher than a year earlier. This meant the addition of between 70,000 and 80,000 persons to the payrolls of manufacturing establishments.

Mining employment has also risen sharply in response to strong domestic and foreign demand and by July of this year was more than 8 per cent above year-earlier

levels. The transportation and communication industries have likewise added substantially to payrolls in order to cope with increased traffic. The 25,000 additional workers employed in these industries represent a gain of about 6 per cent from July 1955.

Even more important have been the employment gains reported in the trade, finance and service industries, which together account for more than 40 per cent of total non-farm employment in Canada. These industries have hired nearly 100,000 workers since July 1955 to meet the continuing rise in consumer demand for goods and services.

Agricultural employment, on the other hand, has decreased. In July, about 90,000 fewer workers were employed in agriculture than a year earlier. While harvesting operations during August drew considerable numbers of workers from construction and forestry, the total number employed in agriculture remained slightly below that of a year before.

The tight labour markets existing in Canada at present can, therefore, be traced to high levels of demand in most sectors of the economy. Employment gains have evidently been distributed quite widely among numerous industries. The most intense pressures, however, are being felt in industries such as construction, where expansion has been most rapid. These pressures show little sign of abating.

Labour Force in Canada  
as a Percentage of Civilian Non-Institutional Population  
(Per Cent)

Labour Force Participation Rates in Canada  
(Per Cent)

	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
1947.....	52.8	55.1	56.7	54.9
1948.....	53.3	55.2	55.8	54.0
1949.....	52.8	55.0	56.2	54.1
1950.....	52.7	54.1	54.7	53.3
1951.....	52.7	54.0	54.7	53.2
1952.....	52.4	53.8	54.5	53.0
1953.....	52.1	53.2	54.8	52.6
1954.....	51.6	52.7	54.2	52.4
1955.....	51.6	52.7	54.7	52.6
1956.....	51.9	53.0	55.2	

# Labour-Management Relations

**B**Y the middle of September, bargaining in major Canadian firms had been largely completed for 1956. During the past month important agreements were concluded on behalf of employees in such industries as meat packing, nickel mining and smelting, northern Ontario woods operations, the railways and shipbuilding. As in the collective bargaining agreements completed earlier in the year in primary iron and steel, automobile manufacturing, pulp and paper products and the railways, substantial wage increases resulted from the settlements of the past month. Many of the recent agreements will remain in force for two years and, in addition to an immediate wage increase, provide a further increase in the second year.

Most of the bargaining now in progress concerns individual plants or companies. Some of these are in industries where previous agreements will probably influence the final outcome. Industries in which some bargaining is now going on include steel fabricating, aeroplane production, railway rolling stock, aluminum manufacturing and base metal mining.

## Recent Settlements

**Meat Packing**—New agreements between Canada Packers, Limited, Swift Canadian Co., Limited, Durns and Co. Limited and the United Packinghouse Workers of America will remain in effect until March 31, 1958. A wage increase of 9 cents an hour became effective August 1, 1956. Another 5 cents an hour will become effective August 1, 1957, plus 1 cent for adjustments in job rates. Night differentials are increased from 7 to 9 cents an hour and welfare benefits and vacations are also improved. The total cost of the changes is estimated to be 17 or 18 cents per hour per employee.

**Nickel Mining and Smelting**—Employees of the International Nickel Co. of Canada, Limited, Sudbury and Port Colborne, represented by the International Union of Mine, Mill and Smelter Workers, voted early in September to accept a new two-year agreement. In a previous vote the Port Colborne employees had rejected the proposed contract. Wage increases are estimated to range from 8½ to 17¼ cents an hour in the first year and 9 to 18½ cents in the second. In addition, a premium will be paid for all work on Sundays and improvements will be made in pensions as well as vacation and statutory holiday arrangements.

**Woods Operations**—The Lumber and Sawmill Workers' Union of the United Brotherhood of Carpenters and Joiners of America has negotiated new agreements with several pulp and paper firms covering their woods operations in north-western Ontario. It is estimated that more than half the workers engaged in these operations in the area are covered by the new contracts. As a general rule, the new agreements are to be effective for two years with wage increases provided for both years. The usual increase for day workers is 12 cents an hour in the first year and 8 cents in the second. For piece workers, the increases are 7 and 5 per cent. Several changes in working conditions are also included.

**Railways**—Late in August the Canadian Pacific Railway Company and the Brotherhood of Railroad Trainmen agreed to new terms similar to those accepted earlier by the Brotherhood and the Canadian National

Railways. The provisions, based on the report of a board of conciliation, include a 7-per-cent increase in wages effective April 1, 1956, and a further 5 per cent on June 1, 1957, the contract to remain in effect for 26 months.

Most of the agreements for the railway operating trades have now been re-negotiated with wage increase settlements totalling 11 and 12 per cent. However, differences between the CPR and the Brotherhood of Locomotive Firemen and Enginemen have not been resolved. The main area of dispute concerns the company's challenge of the necessity for firemen in some classes of diesel operation.

**Shipbuilding** — An agreement covering more than 1,000 employees of Davie Shipbuilding Limited, Lauzon, was signed late in August. The two-year agreement with a syndicate of the National Metal Trades Federation (CCCL) provides a wage increase of 6 cents an hour effective in August 1956, and a further 8 cents in August 1957. These increases are of about the same amounts as those agreed on earlier at Marine Industries Limited, Sorel (L.G., Aug., p. 943).

### **Current Bargaining**

**Steel** — Following the settlements in the primary steel industry (L.G., Aug., p. 942), bargaining became general between the United Steelworkers of America and the managements of steel fabricating plants of the Steel Co. of Canada, Limited, at Hamilton, Toronto, Brantford, Gananoque and Montreal. At the time of writing agreements were reported for some of the plants, providing adjustments similar in many respects to those agreed upon for the Company's basic steel works.

**Aircraft Manufacture** — The International Association of Machinists was reported to be seeking a wage increase of 25 cents an hour on behalf of more than 5,000 employees of Canadair Limited. The agreement between the union and the other major producer, Avro Aircraft Limited, extends into 1957.

**Railway Rolling Stock** — An agreement covering the Dominion and Turcot plants of Canadian Car and Foundry at Montreal expires September 30. The Brotherhood of Railway Carmen is reported to have requested a substantial wage increase and increased vacations, statutory holidays and shift premiums.

**Aluminum** — Higher wages, reduced hours, a form of guaranteed wage, increased vacations and statutory holidays are among the demands of the National Metal Trades Federation on the Aluminum Company of Canada for its plants at Arvida, Beauharnois, Ile Maligne and Shawinigan Falls.

**Metal Mining** — Negotiations between Noranda Mines Limited and the United Steelworkers of America are reported to be under way. Increased wages, reduced hours, shift premiums, pensions, health and welfare benefits and the check-off are under consideration.

### **Work Stoppages**

During August the number of work stoppages reached the highest figure for any month since July 1952. However, many of the 52 stoppages involved small bargaining units. Fewer than 50 workers were affected by



each of 19 stoppages. The preliminary figures for August 1956 show 52 stoppages involving 13,463 workers in a time loss of 87,710 man-days. Comparable figures for July 1956 were 39 stoppages, 9,193 workers and 57,820 man-days. In August 1955, there were 26 stoppages, involving 6,449 workers in a time loss of 92,225 man-days.

## Wage Rate Indexes

Wage rate indexes compiled in the Economics and Research Branch for each of the eight main industrial groups registered increases between October 1, 1954, and October 1, 1955. The general average index rose 3.2 per cent. This was a smaller rise than in the preceding few years.

The accompanying table shows wage rate indexes for each of the eight main industrial groups at October 1 in 1954 and 1955, together with the percentage change during this 12-month period.

Wage Rate Indexes  
(1949=100)

Main Industrial Groups	October 1, 1954	October 1, 1955	Percentage Increase 1954-1955
Logging .....	138.0	138.2	0.1
Mining.....	132.6	134.9	1.7
Manufacturing.....	138.5	142.2	2.7
Construction (Buildings and Structures).....	140.0	145.4	3.9
Transportation, Storage and Communication.....	140.6	142.9	1.6
Electric Light and Power.....	149.7	158.1	5.6
Trade .....	137.8	142.2	3.2
Personal Service .....	128.6	132.3	2.9
General Average.....	137.9	141.7	2.8

## Working Conditions

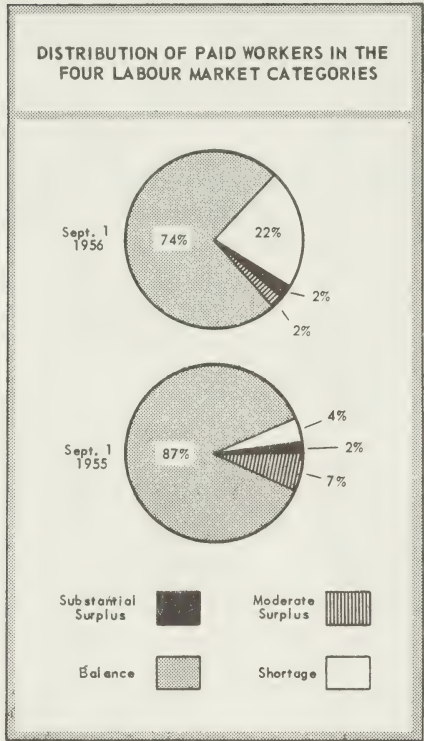
The April 1956 survey of working conditions shows that the proportion of plant employees on a five-day week, at 86 per cent, was slightly higher in 1956 than in 1955. The percentage of those on a schedule of 40 hours and under increased from 58 per cent in 1955 to 62 per cent this year.

Almost 63 per cent of the workers surveyed this year were in plants granting three weeks' vacation, compared with 60 per cent in 1955. Plants accounting for more than 10 per cent of the workers reported a four-week vacation provision, usually with a 25-year service requirement.

In 1956, more than 61 per cent of the plant workers in manufacturing were employed in establishments reporting eight or more paid statutory holidays, compared with 56 per cent in 1955.

Establishments employing 64 per cent of the total reported pension plans for non-office employees, compared with 61 per cent in 1955. Those in establishments having group life insurance plans constituted 87 per cent. The survey also revealed significant increases in the proportions of employees in plants reporting various hospital and/or medical benefit plans. Detailed comparisons will be published in the *Labour Gazette* at a later date.

# Manpower Situation in Local Areas



**A** GRADUAL rise in total employment combined with a substantial increase in labour requirements in some areas resulted in the reclassification of 14 areas during August into categories denoting a tighter labour supply. At the same time, the supply of labour eased sufficiently in four areas for them to be reclassified in the opposite direction. The resulting totals are contained in the table below.

There are fewer areas in the labour surplus category and many more in the labour shortage category than at any time since the present system of classification was begun in 1952.

Many of the additional labour shortages were caused by the intensified demand for harvest workers. Five of the new shortage areas were in the Prairie Provinces, bringing 17 of the 20 areas in this region into shortage. All but two of

the remaining shortage areas were in the more northerly parts of Ontario, where scarcities of forest, construction and mine workers were marked.

Labour surpluses increased in both Windsor and Oshawa during August as a result of the continued layoffs in the automobile industry during the model change-over period. It is anticipated, however, that production will be back to normal in both centres this month.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Sept. 1 1956	Sept. 1 1955	Sept. 1 1956	Sept. 1 1955	Sept. 1 1956	Sept. 1 1955	Sept. 1 1956	Sept. 1 1955
Metropolitan	1	1	—	—	6	9	4	1
Major Industrial	—	—	2	10	22	17	3	—
Major Agricultural	—	—	—	—	6	14	8	—
Minor	—	—	2	—	43	53	12	4
<b>Total</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>10</b>	<b>77</b>	<b>93</b>	<b>27</b>	<b>5</b>

\*See inside back cover May Labour Gazette.

# CLASSIFICATION OF LABOUR MARKET AREAS

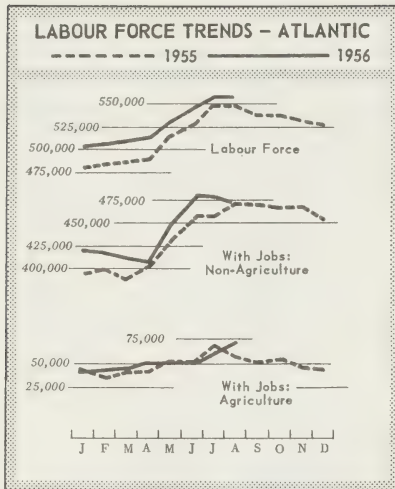
September 1, 1956

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	WINDSOR ←		Hamilton Montreal Quebec - Lévis St. John's Toronto Vancouver - New Westminster	Calgary Edmonton Ottawa - Hull → WINNIPEG
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)		Brantford OSHAWA ←	→ CORNER BROOK Cornwall → FARNHAM - GRANBY Guelph Halifax Jolliffe Kingston Kitchener Lac St. Jean London Moncton New Glasgow Niagara Peninsula Peterborough Rouyn - Val d'Or → SAINT JOHN Sarnia → SHAWINIGAN FALLS Sherbrooke Sydney → TROIS-RIVIERES Victoria	Fort William - Port Arthur Sudbury Timmins - Kirkland Lake
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)			→ Barrie CHATHAM Charlottetown Prince Albert Rivière du Loup Therford - Megantic - St. Georges	Brandon Lethbridge Moose Jaw North Battleford → RED DEER → REGINA Saskatoon Yarnton
MINOR AREAS (labour force 10,000 - 25,000)		Central Vancouver Island Drummondville	Bathurst Bellefleur - Trintén Beauharnois Brampton Bridgewater Campbellton Chilliwack Drumheller Edmundston Fredericton Galt Gaspé Goderich Grand Falls KAMLOOPS ← Kentville Lachute - Ste. Thérèse Lindsay Montmagny Newcastle North Bay Okanagan Valley Owen Sound Portage la Prairie Prince George Prince Rupert Quebec North Shore Rimouski SAULT STE. MARIE ← Sorel Ste. Agathe - St. Jérôme St. Hyacinthe St. Jean Stratford St. Stephen St. Thomas Summerside Trail - Nelson Truro Walkerton Valleyfield Victoriaville Yarmouth	Bracebridge → CRANBROOK → DAUPHIN Dawson Creek Lisvalois → MEDICINE HAT Pembroke → SIMCOE Swift Current Weyburn → WOODSTOCK, N.B. Woodstock - Ingersoll

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



## ATLANTIC



IN the Atlantic region high employment levels continued in most industries throughout August, although some seasonal changes occurred. Farm employment showed a sizeable increase as workers moved out of logging into agriculture to harvest the bumper hay crop, which was unusually late owing to late seeding. By the end of the month, haying was completed in most parts of the region. Persons with jobs were estimated at 543,000 at August 18, virtually the same number as a month earlier but 17,000 more than at the same date in 1955. Labour requirements continued to be very heavy in logging and construction

and supplies of skilled tradesmen were becoming very scarce. The year-to-year increase in employment is reflected in the NES statistics, which show that job vacancies amounted to 25 per cent of registrations for employment at the end of August, compared with 14 per cent a year earlier. In three local areas, job vacancies amounted to more than 50 per cent of job registrations.

Three of the 21 areas were reclassified during the month, two from the moderate surplus to the balanced category, and one from balance to the shortage category. At September 1, the area classification was as follows (last year's figures in brackets): in shortage 1 (0); in balance 20 (17); in moderate surplus 0 (4). For the first time in more than five years no area was classified in surplus.

### Local Area Developments

**St. John's** (metropolitan). Remained in Group 3. Employment approached a seasonal peak in this area during August. Skilled construction tradesmen continued in heavy demand, particularly at northern defence sites. Fishing and fish processing plants were extremely busy during the month because of record catches. Total employment was substantially higher than in August 1955.

**Corner Brook** (major industrial). Reclassified from Group 2 to Group 3. Seasonal expansion of construction activities was mainly responsible for the decline in unemployment during the month.

**Saint John** (major industrial). Reclassified from Group 2 to Group 3. During August, employment in this area increased to the highest level in several years. The trade and service industries accounted for much of the gain but the greatest year-to-year increase occurred in logging, construction and manufacturing. Unskilled workers continued to be fairly plentiful but skilled tradesmen were becoming scarce. For the first time in more than four years the labour market in this area was in balance.

**Woodstock** (minor). Reclassified from Group 3 to Group 4. Construction of a \$50,000,000 hydro-electric plant at Beechwood, N.B., was principally responsible for the tight manpower situation in this area.

## QUEBEC

EMPLOYMENT in Quebec during August increased slightly from July's record level as a result of further expansion in agriculture and construction. Pulp-cutting activity began its seasonal expansion with a marked scarcity of workers. Persons with jobs were estimated at 1,598,000 in the week of August 18, an increase of 8,000 from the previous month and 20,000 from a year earlier.

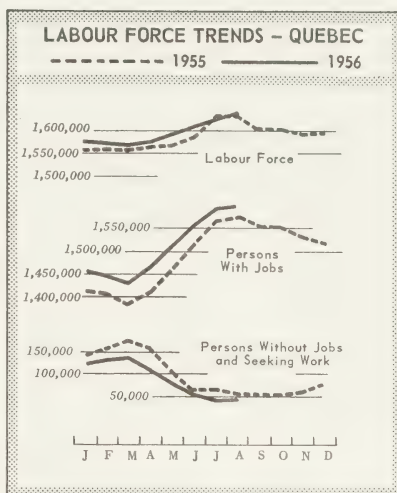
In manufacturing generally, employment was close to 1953 records and the current strong demand for labour indicates a further increase this fall. At mid-year, employment in the manufacture of iron and steel products was 11 per cent higher than a year earlier; in the manufacture of electrical apparatus it was 18 per cent greater than at any previous corresponding date. The situation in the textile industry was slowly returning to normal; collective bargaining had been concluded in most of the industry, but strikes were still unsettled in several of the smaller firms at the end of the month.

Labour supplies in a number of occupations became increasingly tight. The shortage of engineers and draughtsmen became more marked and the seasonal rise in the demand for construction tradesmen and bush workers was far sharper than usual. There were increasing requirements for sheet metal workers, welders, structural iron and steel workers and auto mechanics; hard-rock miners were also still urgently required.

Although skilled workers were scarce, labour requirements and available supplies were generally in better balance than they have been for several years. During the month, three more areas moved into the balanced category, leaving only Drummondville with a labour surplus. A year ago there were three areas in the moderate surplus category.

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 3. This area accounted for more than half of the region's employment gain over the year. Increases of close to 15 per cent were recorded in the electrical apparatus and construction industries. In the clothing industry, most plants were working near capacity on fall and winter lines; employment was moderately higher than last year but still below 1951-1953 levels. Construction work expanded in spite of a decline in residential and commercial building. There was a distinct shortage of construction tradesmen and even unskilled workers were becoming scarce.



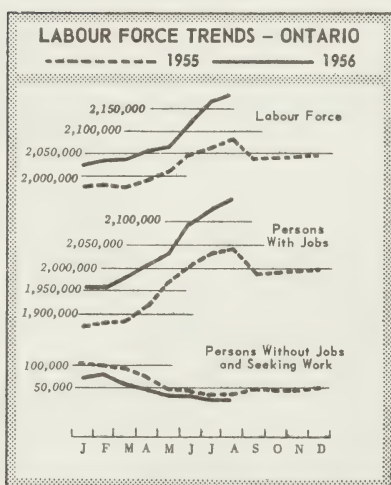
**Quebec-Lévis** (metropolitan). Remained in Group 3. Unemployment dropped to the lowest level since 1953. Manufacturing plants were operating at full production and employment. The NES office had more than 4,000 vacancies listed for lumberjacks, but few workers were available and few were expected to come forward until after the harvest.

**Farnham-Granby** (major industrial). Reclassified from Group 2 to Group 3. Most manufacturing plants made a sharp recovery after the holidays. Hirings and overtime work increased noticeably in textiles, electrical apparatus and rubber firms. Although few large projects are underway in the area, the construction industry is operating at capacity with shortages of competent workers.

**Shawinigan Falls** (major industrial). Reclassified from Group 2 to Group 3. Unemployment was at the lowest level for many years. Cotton, knit goods, iron and steel and plastics firms were working at full production. Employment in chemicals increased, partly as a result of a new union contract calling for a reduction in hours. Only in woollen plants was there any marked slowdown; about 50 workers were still on short time.

**Trois Rivières** (major industrial). Reclassified from Group 2 to Group 3. Manufacturing returned to normal following the holidays and in most plants production and employment were stable.

## ONTARIO



EMPLOYMENT in Ontario continued to expand during August and exceeded all previous records. Practically all industries were working at or near capacity. Persons with jobs reached a total of 2,151,000 at August 18, an increase of about 14,000 from the previous month and 103,000 from August 1955. The number registered for employment at NES offices was far lower than a year before while the available jobs were much more numerous. Labour demand was exceptionally heavy in 12 areas where the job vacancies registered at NES offices exceeded 50 per cent of registrations for employment.

In 11 other areas the ratios ranged from 20 to 50 per cent.

Most of the employment increase from last month occurred in agriculture. Gains recorded in various non-agricultural industries were almost entirely offset by the usual end-of-season layoffs in the automobile and farm implement industries. Compared with a year ago, employment in agriculture showed a considerable decrease but most other industries registered employment increases. The rate of increase was most rapid in the construction and mining industries and in the electrical apparatus,



iron and steel and rubber products branches of manufacturing. In actual numbers employed, the manufacturing and service industries accounted for more than half of the total year-to-year increase in the region and, together with the construction and trade industries, were responsible for close to nine-tenths of the total increase in employment.

Labour shortages continued unabated. Engineers, draughtsmen, managerial and secretarial workers, loggers, miners, certain groups of metal tradesmen, farm workers, waitresses and domestic workers were in particularly short supply.

Five labour market areas were reclassified during the month. At September 1, classification of the 34 areas in the region was as follows (last year's figures in brackets): in shortage, 8 (1); in balance, 23 (29); in moderate surplus, 2 (3); in substantial surplus, 1 (1).

### **Local Area Developments**

**Hamilton** (metropolitan). Remained in Group 3. Employment remained high, although vacation shutdowns and layoffs in the farm implements industry increased registrations for employment.

**Ottawa-Hull** (metropolitan). Remained in Group 4. Exceptionally buoyant economic activity increased the intensity of manpower shortages in most industries.

**Toronto** (metropolitan). Remained in Group 3. The employment situation showed continued strength, with most industries operating at near capacity. Shortages persisted particularly of engineers, draughtsmen, metal tradesmen and transportation, secretarial and service workers.

**Windsor** (metropolitan). Reclassified from Group 2 to Group 1. While the construction industry showed increased activity, layoffs in the automobile industry and its feeder plants for model change-over temporarily created substantial labour surpluses.

**Oshawa** (major industrial). Reclassified from Group 3 to Group 2. The beginning of the seasonal curtailment of automobile production caused a temporary easing in labour demand.

**Chatham** (major agricultural). Reclassified from Group 2 to Group 3.

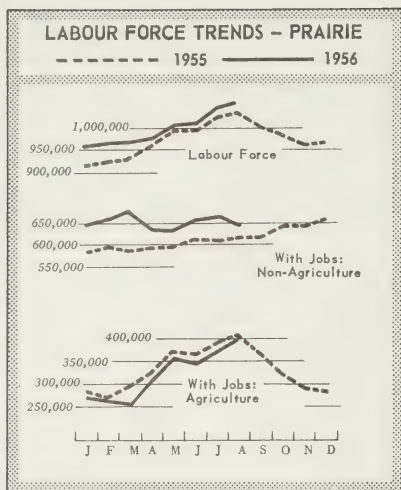
**Simcoe** (minor). Reclassified from Group 3 to Group 4.

**Sault Ste. Marie** (minor). Reclassified from Group 4 to Group 3.

## **PRAIRIE**

EMPLOYMENT increased further in the Prairie region during August from the all-time high recorded in July. Persons with jobs were estimated at 1,048,000 at August 18, an increase of 10,000 from the previous month and 23,000 from August 1955. Farming was entirely responsible for the rise in employment during August, though heavy demands persisted for workers in almost all industries.

The manpower situation was tighter during the month than at any time in the postwar period. Shortages of certain types of skilled manpower have persisted throughout most of the summer and by the end of August suitable workers were scarce in all occupations. Widespread



shortages existed for farm help, skilled construction workers, loggers, engineers, draughtsmen, welders, sheet metal workers, auto and body mechanics and various types of office staff. The generally tight manpower situation was reflected in the NES statistics, which showed fewer registrations for employment than job vacancies in 14 of the 20 areas in the region. In the remaining six areas, vacancies ranged from 20 per cent to 75 per cent of job registrations.

Five areas were reclassified during the month from the balanced to the shortage category. At September 1, the area classification

was as follows (last year's figures in brackets): in shortage 17 (3); in balance 3 (17).

### Local Area Developments

**Calgary** (metropolitan). Remained in Group 4. Employment continued to rise in this area during August from the high level recorded a month earlier. Considerable pressures were exerted on the labour market for workers in all occupations. Among the more difficult jobs to fill were those requiring professional engineers, surveyors, draughtsmen, sheet metal workers and experienced office help; workers in these occupations have been in short supply throughout the summer. Farm workers and construction tradesmen were also reported to be very scarce.

**Edmonton** (metropolitan). Remained in Group 4. Despite an influx of workers from other areas a very tight manpower situation developed during the month. Shortages of professional engineers, draughtsmen, welders, electricians, machinists, carpenters, mechanics and pipeline construction workers were particularly severe. Total industrial employment was about 13 per cent higher than a year earlier and almost twice as high as in 1949.

**Winnipeg** (metropolitan). Reclassified from Group 3 to Group 4. The increase in employment during August was not confined to any one industry. All major activities were more buoyant during the month than at any time in the past several years. The year-to-year improvement is reflected in the NES figures; vacancies listed at the local office at the end of the month amounted to 66 per cent of the job registrations, compared with 27 per cent a year earlier.

**Regina and Red Deer** (major agricultural). Reclassified from Group 3 to Group 4.

**Dauphin and Medicine Hat** (minor). Reclassified from Group 3 to Group 4.

### PACIFIC

FOR the third consecutive month, employment in the Pacific region reached an all-time record in August as most industries operated at or near capacity and agriculture continued active. Logging and sawmilling

however, were still slowed down by minor shutdowns because of fire hazard and industrial disputes. Persons with jobs were estimated at 483,000 at August 18, 1,000 more than a month earlier and 19,000 more than in August 1955. By the end of the month, registrations for employment at NES offices dropped to the lowest and job vacancies rose to the highest level recorded for many years. Although one area only was classified as having a general labour shortage, labour demand was heavy compared with available supply in

six areas, where the job vacancies listed at NES offices ranged from 40 per cent to 120 per cent of registrations for employment.

With the exception of agriculture, in which fewer workers were employed than a year ago, practically all industries recorded year-to-year employment gains. The rate of expansion was most rapid in the construction industry, in public utility operations and in iron and steel, non-ferrous metal products and transportation equipment manufacturing. In actual numbers employed, the construction, manufacturing and service industries accounted for more than three-quarters of the total year-to-year increase in the region.

Shortages of engineers, draughtsmen, metal and wood tradesmen, miners, loggers, construction workers for out-of-town jobs, auto mechanics, practical nurses and certain types of office, service and farm workers persisted in many areas. In several instances, logging, saw-milling and mining operations were hampered by these shortages.

During the month, two areas were reclassified, one from the balanced to the shortage category and one from shortage to balance. At September 1, classification of the ten areas in the region was as follows (last year's figures in brackets): in shortage, 1 (1); in balance, 8 (9); in moderate surplus, 1 (0).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 3. Employment remained at record levels in practically all industries, although the continual threat of forest closure and manpower shortages curtailed logging activities. The fishing industry was very busy. Transportation, retail trade and the service industries benefited greatly by favourable weather, an active tourist trade and generally heavy buying. Labour shortages continued in a large number of professional and skilled occupations.

**Victoria** (major industrial). Remained in Group 3. Near-capacity production was maintained in most industries, except logging, which was still slowed down by fire hazard. Favourable weather and the tourist business increased retail trade to record volumes.

**Cranbrook** (minor). Reclassified from Group 3 to Group 4.

**Kamloops** (minor). Reclassified from Group 4 to Group 3.





# Current Labour Statistics

(Latest available statistics as of Sept. 10, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a) .....	Aug. 18	5,926,000	+ 0.6	+ 2.7
Total persons with jobs .....	Aug. 18	5,823,000	+ 0.6	+ 3.2
At work 35 hours or more .....	Aug. 18	5,093,000	+ 1.4	+ 2.3
At work less than 35 hours .....	Aug. 18	317,000	+ 4.6	+ 4.6
With jobs but not at work .....	Aug. 18	413,000	-10.4	+ 15.4
With jobs but on short time .....	Aug. 18	18,000	-10.0	- 41.9
With jobs but laid off full week .....	Aug. 18	12,000	-	-
Persons without jobs and seeking work	Aug. 18	103,000	+ 1.0	- 21.4
Total paid workers .....	Aug. 18	4,502,000	+ 0.2	+ 4.5
In agriculture .....	Aug. 18	146,000	+15.0	+ 2.8
In non-agriculture .....	Aug. 18	4,356,000	- 0.2	+ 4.6
Registered for work, NES (b)				
Atlantic .....	Aug. 16	17,500	-18.2	- 23.6
Quebec .....	Aug. 16	49,900	-12.1	- 14.0
Ontario .....	Aug. 16	67,200	+16.3	- 11.8
Prairie .....	Aug. 16	17,600	-26.1	- 23.1
Pacific .....	Aug. 16	17,900	- 8.2	+ 0.6
Total, all regions .....	Aug. 16	170,100	- 5.1	- 14.0
Claimants for Unemployment				
Insurance benefit .....	Aug. 1	138,467	+ 1.8	- 17.4
Amount of benefit payments .....	July	\$7,927,559	-20.2	- 11.4
Industrial employment (1949=100).....	July 1	123.8	+ 3.8	+ 7.4
Manufacturing employment (1949=100) .....	July 1	117.8	+ 2.3	+ 5.6
Immigration .....	1st 6mos 1956	69,924	-	+ 19.7(c)
<i>Strikes and Lockouts</i>				
No. of days lost .....	August	87,710	-	+ 72.3(c)
No. of workers involved .....	August	13,463	-	+105.3(c)
No. of strikes .....	August	52	-	+ 62.1(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries .....	July 1	\$64.49	+ 1.0	+ 5.9
Average hourly earnings (mfg.) .....	July 1	\$1.53	+ 0.5	+ 5.3
Average hours worked per week (mfg.) .....	July 1	41.2	+ 0.7	+ 0.7
Average weekly earnings (mfg.) .....	July 1	\$62.91	+ 1.3	+ 6.1
Consumer price index (av. 1949=100) .....	Aug. 1	119.1	+ 0.5	+ 2.3
Real weekly earnings (mfg. av. 1949=100) .....	July 1	127.3	+ 0.6	+ 3.8
Total labour income .....	June	1,215	+ 3.9	+ 11.5
<i>Industrial Production</i>				
Total (average 1935-39=100) .....	June	298.4	+ 5.5	+ 7.8
Manufacturing .....	June	304.1	+ 5.6	+ 7.5
Durables .....	June	371.4	+ 4.3	+ 10.4
Non-Durables .....	June	261.0	+ 6.8	+ 4.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *May Labour Gazette*.

(b) See inside back cover, *May Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

# Notes of Current Interest

## **Crisis in Education to be Subject of Conference**

A conference on "The Crisis in Higher Education in Canada" sponsored by the National Conference of Canadian Universities will be held at Ottawa on November 12-14. Questions connected with the present and prospective shortage of facilities and staff in Canadian universities to deal with the expected doubling of enrolment in the next 10 years will be discussed.

The chairman of the conference planning committee is Dr. C. T. Bissell, President of Carleton College, Ottawa. Speakers will include: Dr. Sidney Smith, President of the University of Toronto; Dr. Leon Lortie, University of Montreal; Dr. E. W. R. Steacie, President of the National Research Council; Dr. J. E. Burchard, Massachusetts Institute of Technology; Prof. R. W. B. Jackson, Ontario College of Education, Toronto; Prof. Arthur Tremblay, Laval University; Prof. A. S. P. Woodhouse, University of Toronto; Dean P. Gendron, University of Ottawa; Prof. B. S. Keirstead, University of Toronto; Prof. V. C. Fowke, University of Saskatchewan; Dr. N. A. M. MacKenzie, President of the University of British Columbia; Rev. H. J. Somers, President of St. Francis Xavier University, Antigonish, N.S.; Dr. F. Cyril James, Principal of McGill University; and T. H. Matthews, Registrar, McGill University.

Dr. Steacie will speak on "The Responsibility of the Universities in the Training of Scientists and Technologists"; Dr. MacKenzie on "Government Support of 'Canadian Universities'; and the Rev. Dr. Somers on "Private and Corporate Support of Canadian Universities".

The conference will include sections on: general statistics, educational structure, technological education, the use of human resources, staff, university salaries, and finances.

The chairman will be President Andrew Stewart of the University of Alberta.

Those expected to participate will include university presidents and professors from across Canada, senior members of federal

and provincial governments, and representatives of business, industry and labour. Most provincial Ministers of Education, or their deputies, are expected to attend.

## **Search for Skills Said Great Challenge in U.S.**

A thoughtful and continuing development of skilled manpower is today one of the greatest challenges facing the United States, Mrs. Alice K. Leopold, Assistant to the U.S. Secretary of Labor for Women's Affairs, said last month. Mrs. Leopold spoke at Columbia University's Teachers College where educators from abroad as well as from the United States were present.

In her talk on "The Search for Skills," Mrs. Leopold said that the achievement of this objective called for the co-operation of government, educators and many private groups in the development of skilled and versatile manpower adequate to meet the needs of a growing population and an expanding economy.

The federal Government, Mrs. Leopold pointed out, is contributing to these objectives through programs designed to bring about better training, guidance, and placement of all workers. These programs include apprenticeship and vocational education to help alleviate shortages in specific occupations, adult education and community-sponsored programs, special training within the Armed Forces, and other programs which are concerned with increasing the number of qualified teachers, nurses and other professionals.

Future planning calls for the utilization of the reservoir of talent which exists in America's youth, Mrs. Leopold pointed out. "We must encourage young people to stay on through high school," she added, "and inspire them to go to college for further training." Mrs. Leopold said that Government and many private groups were working together and independently on this problem.

Concluding her address, Mrs. Leopold said: "In our system of Government and in our free enterprise economy, unlike the systems of many other countries, individuals are free to develop and use their skills in occupations of their own choice, according to their circumstances. The broad task of adjusting, adapting or guiding individual choices to meet the nation's need for skills, while at the same time preserving the freedom of individual choice, is obviously one of the important concerns of a republic."

## **Wage Guarantee Plans Cover 80,000 in N.Y.**

Guaranteed annual wage and employment plans of various kinds covered 80,000 employees, 56,000 of them in retail and wholesale trade, in New York state in early 1955, according to *Guaranteed Annual Employment in New York State, 1955*, issued by the state's Department of Labor. At least 66,000 workers were added during 1955 and early 1956 by the signing of supplementary unemployment benefit plans, it is stated.

Half of the 66 guaranteed wage or employment plans in full operation in 1955 had been established before the Second World War. A description of these plans is given in the first part of the booklet, and the second part deals with the SUB plans negotiated in 1955 and early 1956.

The description of the earlier plans covers: industries affected, types of plans, length of period of guaranteed wage or employment, types of establishments covered, cost of the plans to the employers, exceptions and safeguards, transferability of employees, and severance pay in guarantee plans.

The latter part of the publication contains a comparison in tabular form between the SUB plans of Ford and General Motors and that of the American Can Co., and an appendix gives a list of the guaranteed annual employment plans in force in New York state in January 1955, and of the SUB plans negotiated up to January 1956, giving the name of the employer, or employers' association or group, and the union in each case.

---

## **Booklets for Employees Explain SUB Procedures**

In order to explain to employees the rules for eligibility to receive SUB payments, the method to be followed in applying for benefit, and how each employee can compute the amount of benefit to which he is entitled, the "Big Three" auto companies and the United Automobile Workers in the United States have recently prepared popular-style booklets for distribution to employees.

The following are the things the booklet tells employees they must do in order to obtain benefit if they are laid off:—

During each week for which benefit is claimed the employee must report at the SUB office for his plant, apply in writing on the forms supplied, and give a statement showing any earnings received for each day of the week, the amount of any

other benefits received (such as workmen's compensation, pensions or benefits under other supplemental plans), and the amount of state benefit received.

The booklet gives the rules for eligibility, which include: layoff must have begun after May 1, 1956, at least one year's seniority, at least one-fourth of a credit unit must be left, the applicant must have registered and reported at a state employment office and have received state benefit or have been declared ineligible for it for an acceptable reason.

Employees are informed that they are not eligible if they were laid off through some fault of their own; if the layoff was due to any strike or labour dispute at their own plant or elsewhere, or to war, sabotage, insurrection, or act of God; if they do not accept employment held to be suitable under state compensation law; if they are earning more than the amount allowed by law to recipients of state benefit; or if they refuse to accept work when recalled or when offered work by the company in the same labour market area. Several other bars to receiving payment are mentioned.

An employee has the right to appeal if he is refused SUB or if he thinks the amount he has been paid is incorrect.

---

## **Carolina Bars Integration Of SUB, State Benefits**

North Carolina has ruled against simultaneous payment of state unemployment compensation and private layoff benefits under Ford-type plans.

The ruling follows similar administrative action by Indiana and Ohio. Virginia barred simultaneous payment by legislation.

Integration of the two forms of benefit was recently approved, however, by Alabama, California, Florida, Oklahoma and Iowa.

---

## **Plans Aim to Increase Supply of Engineers**

Plans to increase the facilities for training professional engineers and technicians in Canada continue to make progress.

Early last month the Department of Transport announced that it had set up an apprentice and sea-training scheme for young men who wish to qualify as marine engineers and in time to rise to higher positions in the Department. This will be the first time that training of the kind has been available in Canada, Canadian marine engineers in the past having served their apprenticeship abroad.



The apprentices, who must have passed Junior Matriculation, will be trained for five years in Canadian shipyards. During that time they will attend night classes in addition to their daytime training. On completing their apprenticeship they will be qualified as fourth class engineers, and they will then undertake to go to sea for four or five years to qualify as first class marine engineers.

### **Eligible for Promotion**

If they remain with the Department, T. M. Pallas, Superintendent of Training for Marine Engineers, said, they will be eligible to rise to higher posts. During their shipyard training the apprentices will receive regular pay from the companies for whom they work and the companies will in turn be paid by the Government for superintending the young men's training.

At present there will be room in the scheme for 10 candidates, and the Department plans to provide for double that number in two years' time. Mr. Pallas said that his department could use from 15 to 20 more marine engineers than it now has.

McGill University plans to double its enrolment of engineering and architectural students by 1965 from the present 1,500 to 2,900. Prof. R. E. Jamieson, Dean of the University's Faculty of Engineering, said in a recent issue of *McGill Reports*.

Last spring 270 engineers and architects were graduated from McGill, he said, a number not nearly sufficient to meet the demand. The accomplishment of the new plans, however, should go a long way towards satisfying the need of the province of Quebec, which at present supplies 82 per cent of the engineering undergraduates, he added.

A National Engineering Manpower Conference, to be attended by 75 leaders in education, government, the professional societies, labour and industry, is to be held at St. Andrews-by-the-Sea, N.B., this month (L.G., Aug., p. 958).

### **Win 61-Cent Package**

The 61-cent package won last month by 250 employees of Marmoraton Mining Company, Marmora, Ont., members of the United Steelworkers, has been described as the largest ever negotiated for Canadian workers. The settlement was tied in with the settlement of the steel strike in the United States; Marmoraton is a subsidiary of Bethlehem Steel.

### **William Mahoney Named CLC Vice-President**

William Mahoney, Assistant Canadian Director of the United Steelworkers of America, was last month named a Vice-president of the Canadian Labour Congress to succeed C. H. Millard, who was recently appointed Director of Organization for the International Confederation of Free Trade Unions (L.G., Aug., p. 961).

Mr. Mahoney's appointment was made at a two-day meeting of the CLC Executive Council.

The Council also—

Named A. R. Mosher, Honorary President of the CLC, to be fraternal delegate to this year's Trades Union Congress.

Selected Montreal as the site for the first meeting of the CLC's General Board (Executive Council plus one representative of each national and international union in the CLC). Tentative dates for the meeting are April 24-25, 1957.

Chose Winnipeg as the site for the next CLC convention in April 1958.

### **Provincial Mergers**

The Council also reviewed progress since the CLC founding convention last April. Provincial federations and local labour councils of the two congresses that joined to form the CLC are proceeding with merger plans, it was announced. A series of conventions to effect the mergers is being planned by federations in the West for the fall and by those in the East for next spring.

It was announced that Max Swerdlow, Director of Education; Milton Montgomery of the United Steelworkers, Hamilton; and Elroy Robson of the Canadian Brotherhood of Railway Employees and Other Transport Workers, Ottawa, will represent the CLC at a world seminar for trade unionists in Mexico, October 1-19.

Seven advisory committees were set up by the Council to work with CLC officers and departmental heads. The committees and their chairmen are:—

Education: CLC Vice-president Fred Nicoll; Human Rights: Frank Hall, Canadian Vice-president of the Brotherhood of Railway and Steamship Clerks; Political Education: CLC Vice-president Donovan Swales; Community Services: CLC Vice-president James A. Whitebone; Vocational Training: CLC Vice-president George Schollie; Government Employees: Joseph Connolly, Canadian organizer for the Plumbers; Credit Unions and Co-operatives: CLC Secretary-Treasurer Donald MacDonald.

## **Find Steady Improvement In U.S. Pension Plans**

A steady improvement in nearly all types of pension plans in recent years is shown in *A Study of Industrial Retirement Plans—1956 Edition*, a report issued by the Bankers Trust Co. of New York.

The period covered by the study is from 1953 to 1955 inclusive, and the survey extends over 116 industries with a total of 4,000,000 employees, one-third of the entire number of employees affected by industrial pension plans.

Of the plans studied, 77 per cent were "conventional" and 23 per cent were "pattern" plans. "Conventional" plans are defined as those which are not subject to collective bargaining, while the "pattern" plans, which first came into existence in 1949, are those which originated as a result of negotiations between unions and employers.

Out of 178 plans of the first type studied, 123 had been revised in one or more ways during the 1953-55 period, more than 90 per cent of these 123 having been made more liberal. Revisions in many of the remaining 10 per cent would probably benefit most of the employees, it was stated.

Improvements in the pension plans included:—

1. A decline in the practice of setting upper limits to the amount of pensions: 82 per cent of the new conventional plans put into effect during the last three years had no ceiling, while in the 1950-52 study only 63 of the new plans had no ceiling.

2. Reduction in the length of service required to qualify. In 53 per cent of the pattern plans less than 15 years' service was required, as against 41 per cent in the earlier period. Of the new pattern plans adopted during the 1953-55 period, 66 per cent required less than 15 years' service. A large proportion of the conventional plans have no eligibility requirements, and the application of age limits seems to be declining. Where there is an age limit, however, the tendency is to lower the age. Thus 53 per cent of the plans which had an age limit stipulated age 30, 38 per cent age 25, and 9 per cent age 35 or older. In the 1950-52 study the corresponding percentages were 57, 28 and 15 respectively.

3. Reduction in the proportion of pattern plans which set a compulsory retirement age from 78 per cent in the earlier study to 67 per cent in the current one. Of the conventional plans studied, only 3 per cent had a retirement age for men higher than age 65, and only one plan

a retirement age lower than that. The normal retirement age for women was the same as that for men in 95 per cent of the conventional plans.

4. More liberal early retirement provisions in both types of plans, 70 per cent of the plans having such provisions in the recent study compared with 56 per cent in the 1950-52 survey.

Retention of rights under a pension plan after leaving the employer's service—called "vesting"—has been extended. Of the pattern plans, 27 per cent now have special vesting provisions, and a large proportion of the conventional plans continue to include such arrangements.

Regarding contribution by employees, it appeared that none of the pattern plans required such a contribution while 45 per cent of the conventional plans were non-contributory, compared with 35 per cent in two previous studies.

---

## **Ontario Act Criticized by Brewery Union Delegates**

In the union's first such gathering held in Canada since 1906, 300 delegates of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers met in Toronto in mid-August for their 34th biennial convention.

The convention expressed grave concern at the unsatisfactory working of the Ontario Labour Relations Act. A report of the union's general council, which was passed by the delegates, read in part:—

"The unconscionable delays which result from its compulsory conciliation proceedings have the effect of imposing prolonged cooling-off periods which frequently last for several months following the expiration of the contract.

"The result is that although the contract may expire at a time when a strike might be instituted with maximum effectiveness, the strategic advantage may have shifted completely to the employer by the time the conciliation proceedings have run their course and the union is in a position to institute a legal strike."

The report added that "there are other respects in which the law works to the disadvantage of the unions," and said, "it is to be hoped that through united and aggressive action some changes for the better will be made".

The delegates gave approval to plans for an intensified organizing campaign among non-union workers within the union's jurisdiction. The resolution was presented by Robert McAnally, president of Local 356, Toronto.

One speaker suggested that membership drives should attempt to organize beer and distillery salesmen and distillery drivers. It was stated that although the union has three large locals in Toronto it has succeeded in organizing only one distillery in all Ontario. It has also had little success with soft drink manufacturers' employees. One speaker reminded the convention that there were 18,000 unorganized employees of the Quaker Oats Co. of Canada who were eligible for membership.

At present the union has about 75,000 members, of whom 10,000 are in Canada.

### **Increase Per Capita Tax**

The delegates voted approval of a 31½-cent increase in per capita tax, which will enable the union to increase salaries of its field representatives by \$1,000 a year, and those of regional directors by \$1,500 a year. An increase of \$4,000 a year for the international president and \$2,000 annually for other international officers will also be provided. The tax increase will furthermore allow for a small increase in the union's strike fund.

Another resolution in favour of "the accomplishment of the 30-hour work week and, if need be, the setting aside of strike funds" for furthering that end was approved without debate.

The union's general officers were instructed to study all existing supplementary unemployment benefit plans with the object of incorporating their best features in future brewery industry contracts.

A five-point program was adopted to deal with the trend to automation in the brewing industry. The union plans continued pressure for increased wages, shorter working hours, longer vacations, maintenance of employment and a guaranteed annual wage.

Plans for the equivalent of a no-raiding agreement with the International Brotherhood of Teamsters were outlined by a senior member of the union. He said that through the good offices of George Meany, President of the AFL-CIO, the two unions were on the verge of signing a *status quo* agreement. He said that Dave Beck, head of the Teamsters, was fully in sympathy with the terms of the compact.

In his opening address Karl F. Feller, President of the Brewery Workers, had labelled the Teamsters Union as the foremost opponent of his organization.

"For the past 50 years the Teamsters have been attacking our international union with the intent of destroying it and taking over its jurisdiction," he declared. It remained to be seen, he continued, whether

the recent mergers of the AFL-CIO in the United States and the CLC in Canada would put a stop to such activities. If they did not, then the question would be whether the federations, especially the AFL-CIO, could and would "compel the Teamsters Union to live according to the rules of law set up by the labour movement," said Mr. Feller. "Thus far," he pointed out, "Mr. Meany and the Executive Council have resorted to persuasion for the purpose of accomplishing the desired result."

The union's four-man executive was re-elected to office by acclamation. President Feller was returned for a fifth consecutive three-year term; Thomas Rusch, Director of Organization, for his third term; Secretary-Treasurer Arthur P. Gildea for his second term; and Legislative Director Joseph E. Brady for his sixth term.

John Humphreys of Vancouver and Glen Cyphery of Windsor, Ont., were re-elected to the general executive board.

The principal speakers at the convention included: William F. Schnitzler, Secretary-Treasurer of the AFL-CIO; Claude Jodoin, President of the Canadian Labour Congress; Donald MacDonald, CLC Secretary-Treasurer; and Gordon G. Cushing, CLC Executive Vice-president.

### **3 More Centres Working Towards Merged Councils**

Steps have been taken lately in three centres to bring into one labour council all former TLC and CCL affiliates.

The Kamloops Labour Council (formerly TLC has amended its by-laws to conform to the CLC constitution. H. Hiltz was elected President of the Council, and N. Sjoquist Vice-president. Other officers elected were: W. Miner, Treasurer; R. B. A. Craff, Secretary; and M. Walsoff and G. S. Campbell, executive committee members.

In Saskatoon the former TLC and CCL councils have accepted the TLC-CCL Labour Council Unity Committee's recommendations on a constitution for a merged council. The first meeting of the Saskatoon Labour Council (CLC) was to be held early this month.

In Barrie, Ont., the Barrie Labour Council, formerly the Barrie and District Trades and Labour Council, expects to receive as members locals of the International Union of United Brewery Workers and of the Canadian Brotherhood of Railway Employees and Other Transport Workers, both formerly affiliated with the CCL.



## **Engravers Determined To Retain Jurisdiction**

Defence of their right to perform work that for 50 years they have regarded as being in their jurisdiction against the claims of other printing trades unions occupied much of the attention of delegates to the 55th annual convention of the International Photo Engravers' Union of North America, held in Montreal during the week ending August 25. Some 600 delegates from 110 locals in Canada and the United States attended.

The photo engravers complain that their jurisdiction over certain new processes being introduced into the printing industry is being challenged by other unions, particularly by the International Typographers Union.

A retiring Vice-president of the union, William H. Graf, of New York, said that he was "justly disturbed" by the claims of the Typographers Union to jurisdiction "not only over the operation of the fotorsetter keyboards and other photo-composing machines, but also over the making and processing of negatives, and likewise the stripping, paste-up and layout work necessary to complete this new method of reproduction and plate making".

So far not many fotorsetter machines have been installed, but the engravers fear that as they come into general use in the industry their union will have to fight to retain its jurisdiction over the operation of these machines.

But, the Photo Engravers are still more concerned about the issue of jurisdiction over all stripping and set-up work now being performed by them. Robert E. Blumenthal, one of the Vice-presidents, said that he had been prepared to appeal to the Executive Council of the AFL-CIO on the issue of jurisdiction over phototype-setting machines in use in St. Louis, Mo. Success in getting newspaper publishers to accept a clause in their agreements which safeguards the union's claims had, however, made this unnecessary, he said.

All locals were told to pay strict attention to the wording of provisions in regard to jurisdictional rights in drafting new contracts. If necessary, they were instructed, the contract terms must be tightened to safeguard their rights.

The convention advised locals to make a survey of apprenticeship training programs and technical society work. No definite action was taken to alter the present ratio of one apprentice to every seven journeymen, but it was learned that this could be quickly changed to one

apprentice to five journeymen in districts where an increased demand for engravers justified the change.

Although the union is committed to the system of shop training for those learning the trade, the President stated that a training program to supplement shop training could be of great value to an apprentice.

The convention approved the appointment of a qualified technical director to promote the establishment of technical societies for photo engravers. At present the union has only 16 such societies, of which two are in Canada—one in Montreal and one in Toronto.

Establishment of a pension plan for union members was discussed by the delegates.

A survey amongst photo engravers showed that only eight of them were out of work in Canada last June, President Connell reported. In the United States only 1.48 per cent of the union's members were unemployed. Many of those who were unemployed, he said, were not interested in getting work or were for one reason or another unemployable or unacceptable.

Paul Emile Cardinal Leger was present at the opening ceremonies of the convention. Others who attended included: Donald MacDonald, Secretary-Treasurer of the CLC; Louis Laberge, President of the Montreal Trades and Labour Council; and George Plummer, Walter Forrest and George Clark of the printers', stereotypers' and lithographers' unions respectively.

## **Fire Fighters Aim for \$7,000 Annual Wage**

The aim of an annual wage of from \$6,000 to \$7,000 for a first class fireman was one of the main subjects of discussion at the 23rd biennial convention of the 90,000-member International Association of Fire Fighters, held in Montreal on August 13-17. It was the first time for 26 years that the Association had held its convention in Canada.

Another objective of the firemen that was discussed was a reduction in the length of the work week. Firemen, it was stated, generally work a 56-hour week.

A move to have a tax imposed on fire insurance premiums in certain parts of Canada to provide better pensions for firemen was pushed by the British Columbia Association of Professional Fire Fighters and the Saskatchewan Fire Fighters' Association. The Quebec Provincial Federation of Fire Fighters also wanted the pension fund of its members to be supplemented, but favoured its being done through a direct subsidy from the provincial Government.

It was stated that the practice of levying a tax on fire insurance premiums for the benefit of the firemen's pension fund obtains in several places in the United States. When the Vancouver firemen approached the British Columbia Government about the matter, however, they were told that such a tax would be a violation of the federal-provincial tax agreements. In Saskatchewan the firemen were told the same thing.

In Quebec fire insurance companies are subject to a tax, and the Quebec delegates were aware that a tax on premiums in addition would be in the nature of a double tax. Hence their proposal for a direct subsidy.

A resolution asking the Quebec Government to enact legislation similar to the Ontario Fire Departments Act was approved at the closing session of the convention. Copies of the resolution were sent to the Canadian Labour Congress and the Quebec Provincial Federation of Labour asking them to help in every way possible.

An important effect of the proposed legislation would be that municipalities with a population of a certain size, say 10,000, would be required to set up separate fire departments. At present only 12 Quebec municipalities have separate departments, the rest having policemen and firemen in a single department. This means that if a fire occurs policemen are required to do firemen's duties.

Quebec firemen also want the provincial Government to take charge of the firemen's training school.

A move to have heart and lung diseases recognized as occupational ailments was given strong support by the delegates. If firemen can get their claims corroborated by medical testimony they will try to get the provincial governments in Canada and the state governments in the United States to place these diseases among those for which indemnity is paid by the workmen's compensation boards.

Hon. Milton F. Gregg, Minister of Labour, who addressed the convention, paid special tribute to the 400 Canadians who volunteered for overseas duty in London during the 1942 "blitz".

A feud between John P. Redmond of Chicago, President of the Association, and the organization's Secretary-Treasurer, G. J. Richardson, came to a head towards the end of the sessions. The quarrel apparently originated in a difference of opinion between the two officers, which began at the last

convention two years ago, as to the type of insurance the Association should adopt for its members.

At the election of officers these two men appeared as rival candidates for the presidency of the Association. Feeling ran high, and delegates demonstrated by stamping their feet and shouting in protest against a ruling by the chair forbidding discussion of the quarrel. The ruling was defeated by an open vote of 197 to 188.

Mr. Redmond was re-elected for his sixth consecutive term, while Mr. Richardson, who had resigned his post to run for the presidency, was succeeded as Secretary-Treasurer by William D. Buck of St. Louis, Mo. There were three candidates for the latter office.

All three Canadian Vice-presidents were re-elected without opposition. They were: D. A. Vanasse, Montreal; Charles R. Chambers, Toronto; and Hector Wright, Vancouver.

Other Vice-presidents re-elected by acclamation were: Vernon Cook, Clinton, Iowa; John C. Kabachus, Roxbury, Mass; Jack Waller, Spokane, Wash.; George T. Slocum, Grand Rapids, Mich.; S. P. Stevens, Portland, Ore.; E. C. Wilcox, Miami, Fla.; and A. T. Kessler, New Orleans, La.

In a contested election Charles H. Loesche, Philadelphia, Pa., was elected Vice-president, defeating R. C. Fogarty, Baltimore, Md., who had served several terms.

The convention was attended by 450 delegates.

---

### **All Molders' Officers Returned Unopposed**

At the convention of the International Molders' and Foundry Workers' Union of North America, held in Toronto in the latter part of July and early August, all the head officers were re-elected without opposition. All had been in office for at least five years.

Those elected were: President, Chester A. Sample, Chicago; Vice-presidents, David H. Rath, Peoria, Ill.; William A. Lazzarini, Los Angeles; John J. Keenan, Philadelphia; Frank Voit, New Albany, Ind.; Frank Jennette, Newark, N.J.; Robert Y. Menary, Montreal; Draper Doyle, Chatanooga, Tenn.; Anton J. Trizna, Peoria, Ill.; and Carl Studenroth, Columbia, Pa.

The board of trustees, of which William A. Mowry, Peterborough, is chairman, and all headquarters officers at Cincinnati were also re-elected.

## **Aluminum Industry Pact Like That in U.S. Steel**

The three-year agreement recently reached between the Aluminum Co. of America and the United Steelworkers, after a nine-day strike affecting 12 plants, provides wage and fringe benefits approximately equal to the 45.6-cent package that the union negotiated with the United States steel industry (L.G., Aug., p. 956).

Under the aluminum contract the workers receive 5 cents an hour more in wage gains than the union's members in the steel industry, and 2½ cents an hour more in insurance plan improvements.

This extra 7½ cents counterbalances the Sunday premium pay granted in the steel agreement. The aluminum workers were already getting premium pay for Sunday work and for work on the sixth and seventh day of the work week, the industry not being on a continuous shift basis as the steel industry is.

Under the new Alcoa contract the employees will get average increases of 11.8 cents this year, 10.7 cents in 1957 and 9.7 cents in 1958; compared with 10 cents in the first year and 9½ cents in each of the two subsequent years for the steel industry workers.

A SUB plan providing benefits to laid-off employees with two or more years' service for a maximum of 52 weeks, similar to the steel industry plan, is part of the contract. Other provisions in the Alcoa agreement give increased benefits similar to those gained under the steel agreement in regard to pensions, vacations and paid holidays, and higher shift premiums.

## **IAM, Boilermakers Agree To Arbitrate Disputes**

A procedure for settling jurisdictional disputes was established in an agreement reached a short time ago in the United States between the International Association of Machinists and the International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers.

The procedure details successive steps in negotiation, beginning with an attempt to settle the dispute by representatives of the local unions involved, next by representatives appointed by the international presidents, then by a committee of not more than three appointed at the request of either of the international presidents, and finally by submitting the dispute to arbitration at the request of either president.

The two unions also agree to help each other in strikes and organizing activities.

## **Mass Overtime Refusal Ruled Illegal Strike**

In a majority decision on an application by an employer for a declaration that a union had called and authorized an unlawful strike, the Ontario Labour Relations Board recently decided that a concerted refusal by the employees to work overtime while negotiations were in progress for a renewal of a collective agreement constituted an unlawful strike within the meaning of the Ontario Labour Relations Act.

The employer, Harding Carpets, Ltd., Brantford, stated that during a deadlock in the negotiations for a new agreement both parties had intimated that application would be made to the Labour Relations Board for conciliation services. At this point, according to the company's statement, the union, the Canadian Textile Council, Local 501, had announced that, in accordance with a resolution passed at a local meeting, if conciliation services were applied for "the membership would cut off overtime". This threat, the company gave evidence, had subsequently been carried out.

In its decision, the Board stated that according to the Act the applicant must establish: that there was a strike, that the respondent had called or authorized it, and that the strike was illegal.

The relevant provisions of the Act, the Board said, were intended to prevent resort to economic pressure by either of the parties to an agreement during certain periods, such as during the lifetime of the agreement or while negotiations for a renewal were in progress.

It therefore followed, the Board ruled, that the only question to be decided in this case was whether or not the refusal of the employees to work overtime in the circumstances constituted a strike.

The answer to this question, the Board stated, turned on "the nature of the obligation, if any, of the employees concerned to work overtime if required to do so by the employer, and the circumstances of the refusal.

"Where a collective agreement is in existence," the decision continues, "it would be impossible to determine that obligation without interpreting the provisions of the collective agreement between the parties." Ordinarily, the Board said, such interpretation would come within the sphere of arbitration. "It does not follow, however, that this Board should in all cases, where a collective agreement is in effect, take the position that the lawfulness of a concerted refusal to work must be



left to arbitration and cannot be dealt with immediately by the Board itself. . . . This is one of the class of cases in which this Board ought to enter upon an examination of the collective agreement between the parties."

After examining the collective agreement, the Board decided: "These provisions clearly contemplate that overtime might be scheduled by the applicant beyond the 'normal working hours' listed . . . in the agreement. It may be, and we express no opinion on the point, that under the agreement between the parties each employee is free to work or refrain from work overtime as suits his purpose and his inclinations. Nevertheless, assuming that that were the case, it is implicit in such a situation that each employee should be free to exercise his own discretion in that regard on his own initiative. A concerted refusal to work overtime at the behest of the union frustrates the provisions of the agreement relating to overtime work in that it constitutes a unilateral abrogation of those provisions."

The Board further found that nothing in the agreement "entitled the union to carry the resolution (of the local meeting) into effect."

The Board therefore declared that "the respondent called or authorized a strike of the employees of the applicant and that the strike was unlawful".

In a dissenting statement, G. Russel Harvey, Member of the Board, expressed the view that there was no evidence that, either when the Act was being planned or on subsequent occasions when it was amended, a refusal to work overtime "was considered to be a mischief in need of correction by law".

---

## ***Bearded Bus-Driver Fired, Court Won't Hear Case***

A bus operator who complained that he had been dismissed because he grew a beard lost his case in the United States federal district court because the court said that it lacked jurisdiction under the Civil Rights Act.

The plaintiff sued his employer, the Atlanta Transit System, Inc., and a local of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees, whom he jointly accused of conspiracy to procure his discharge because during the previous year he "began to develop a beard, or set of chin whiskers, which he grew solely because he liked and enjoyed them in the ancient manner in which free citizens, such as many who

founded this country, did grow chin whiskers, and in which the patriotic symbol known to all as Uncle Sam grows chin whiskers".

The plaintiff contended that he had "an inherent and lawful right to grow and have and enjoy chin whiskers, the same being kept neat, clean-trimmed and attractive, and being an adornment to his person and a gift of nature to him that he liked and wanted as an attribute of a man". He claimed that the first declaration of independence from England, signed in Virginia in 1765, the United States Constitution of 1789, laid down that "it was the unqualified and undenied right of every free American citizen to wear chin whiskers".

The court, however, declaring that it lacked competence, refused to examine the merits of the case.

---

## ***India Plans Extension of Social Security Scheme***

India's social security scheme is to be extended to another 400,000 workers, it was announced by Khandubhai Desai, Minister of Labour. The country's social security scheme was initiated in 1947.

The Employees Provident Funds Act of 1952, and the scheme framed under it, formerly applied to factories in six industries. The benefit of the Compulsory Contributory Provident Fund will now be extended to workers in 14 more industries, the Minister explained.

The Government hopes soon to extend the benefit of the Fund to workers in mines, plantations and commercial establishments, he announced.

The Employees State Insurance Act, Mr. Desai said, had already provided medical, sickness, temporary and permanent disablement, maternity and dependents' benefits to more than a million workers in 30 major industrial centres. Its further extension to other areas was receiving attention.

---

## ***N.Y. Teamsters Sign Four-Year Agreement***

A New York local of the International Brotherhood of Teamsters last month signed a four-year agreement that provides a package increase of 18½ cents an hour. The contract is effective September 1 and expires August 31, 1960.

The agreement calls for an additional employers' contribution of 4 cents an hour to the union welfare fund, an additional 5½ cents an hour to the pension fund, and a wage increase of 9 cents an hour.

## **Health Insurance Issues Subject of Booklet**

A booklet entitled *Health Insurance—What Are the Issues?* has recently been published by the Canadian Welfare Council.

The Council "presents this pamphlet not to recommend any particular plan but to help to clarify the many complicated issues on which decisions will have to be made," the introduction states.

There are chapters on: Why is Health Insurance a Current Issue?, The Present Position, The Future of Health Services, Private Prepayment Plans and the Objective, Governmental Participation, Financing a Health Plan, Administration and Organization.

Appendices contain notes on the plans in force in Great Britain, New Zealand, and Scandinavia. Other appendices give questions for discussion groups and tables on details of expenditure in Canada on personal health care in 1953. The price of the booklet is \$1.

A booklet that discusses the financing of health services in Canada has been published by the Joint Committee on Health Insurance organized by the All Canada Insurance Federation and the Canadian Life Insurance Officers Association. Titled, *Financing Health Services in Canada*, it may be obtained from the Secretary of the Committee, 302 Bay Street, Toronto 1, Ontario.

The booklet contains three parts: the range and extent of voluntary accident and sickness insurance, the health services provided by governments, and the adequacy of existing insurance and government services.

## **Half-Year Housing Starts, Completions Set Record**

New dwelling units started and completed in the first half of this year were at an all-time high for a half-year period. The number in various stages of construction at the end of June was also considerably higher than a year earlier.

Starts rose to 59,645 in the first six months of 1956, compared with 58,706 in the same period of 1955. Completions in the half-year jumped to 58,012 from 52,228 in the first half of 1955.

At the end of June 1956, units under construction numbered 79,429, up from 76,393 at the same date last year.

In the United States, non-farm housing starts declined a little more than seasonally in June to 104,000 units, 4,000 fewer than in May and 30,000 fewer than in June 1955.

## **Office Pay Rises Faster Than Plant Workers'**

Office workers' salaries are rising faster than those of factory workers, a survey by the Bureau of Labor Statistics, U.S. Department of Labor, has shown.

The survey, covering New York City but considered typical of other United States cities, found that: (1) office workers' salaries in New York on the average increased 5.9 per cent from March 1955 to April 1956, while factory employees gained raises of 3.4 per cent to 4.7 per cent in the same period; (2) the average pay of women office employees in April 1956 ranged from \$46 a week for messengers to \$78.50 for secretaries; and (3) stenographers averaged \$63 a week and typists doing routine work, \$53.50.

## **Canada Sent 84 Experts Under UN Assistance Plan**

During 1955, expenditure of \$25.8 million was incurred under the United Nations Expanded Program of Technical Assistance, and \$21.3 million was actually spent.

The money was disbursed as follows: providing the services of experts to countries needing them, \$14.3 million; providing fellowships, \$4.7 million; and purchase of equipment and supplies, \$2.4 million.

Canada provided \$1,500,000 and 84 experts out of a total of 2,004. A total of 38 individuals who were granted scholarships used them in Canada.

During 1956, Canada has agreed to contribute \$1,800,000 to support programs planned and in process of execution.

## **CORRECTION**

In the report of the 6th session of the ILO Coal Mines Committee in the July issue of the *LABOUR GAZETTE* (p. 850) it was stated that the Committee unanimously adopted a resolution asking the Governing Body to draw the attention of governments to: (1) the social consequences arising from fuel and power consumption trends, and (2) the desirability of establishing national fuel and labour policies. The *LABOUR GAZETTE*'s report was based on an ILO press release. It has now been learned that the resolution was not adopted unanimously, but by a vote of 52-3, with 17 abstentions.

## **Accidents to Government Employees**

Accidents to federal government employees reported to the Government Employees Compensation Branch, Department of Labour, totalled 1,329. In the previous month, 1,422 accidents to civil servants were reported.

# ***Proceedings of Parliament of Labour Interest***

## **Immigration Statistics**

**July 25**

Information on immigration furnished by the Minister of Citizenship and Immigration, at the request of E. D. Fulton (Kamloops) showed that in the first six months of this year immigrants to Canada numbered 69,938. In the corresponding period in 1955 the total was 58,417 and in 1954 the figure was 85,765.

## **Taxation Agreements**

**July 25**

Bill authorizing the Federal Government to enter into fiscal agreements with the provinces was passed after third reading.

## **Family Allowance Payments**

**July 26**

The Minister of National Health and Welfare tabled statistics on family allowances covering the last three fiscal years.

## **National Health Insurance**

**July 26**

During the discussion on the estimates of his Department, the Minister of National Health and Welfare informed the House that the provinces of British Columbia, Alberta and Saskatchewan had agreed to the proposed hospital insurance program.

## **Industrial Relations**

**July 27**

Bill introduced by Stanley Knowles (Winnipeg North Centre) to provide for annual holidays with pay for employees under federal jurisdiction was defeated by a vote of 68 to 52 after second reading.

## **Equal Pay**

**July 30**

The Minister of Labour introduced a Bill (No. 445) providing for equal pay for equal work for female employees under federal jurisdiction.

**August 6**

During discussion of the bill, the Minister pointed out that its provisions apply to all the "works, businesses and undertakings" considered to be within the jurisdiction of Parliament, without exception, including Crown companies. It will not, he said, apply to the Civil Service because Parliament has already legislated in the Civil Service Act on this matter.

The Minister explained further:

The bill provides that an employer is not to employ a woman at a rate of pay less than he pays a man, for identical or substantially identical work, and it is the "job, duties or services the employees are called upon to perform" that are to be looked at to determine whether the work is identical or substantially identical. However, if in the case of a difference in the rates paid a woman and a man for identical or substantially identical work the employer can show that the differences are due to a general rule of personnel practice on such a matter as length of service or seniority, which he applies to all his employees regardless of sex, this is not a failure to comply with the Act. The bill protects an employee who makes a complaint under the Act from discharge or other kinds of discrimination on account of her action in making complaint.

After second and third readings the Bill was passed.

**August 11**

The Minister announced his intention of recommending to the Governor in Council that the Act be promulgated on October 1, 1956.\*

## **Civil Service Commission**

**August 2**

Replying to an inquiry by Mrs. Ellen L. Fairclough (Hamilton West) as to when the vacancy on the Civil Service Commission is expected to be filled and whether it will be by a woman, the Prime Minister said he hoped it would be very soon. Regarding the second part of the question, he said: "I sincerely hope so and we have not been considering anything else."

## **Unemployment Insurance**

**August 2**

The Minister of Labour introduced a motion to amend the Unemployment Insurance Act to bring within its provisions persons engaged in fishing; also to modify the provisions relating to the requalification requirements for certain subsequent benefit periods and to adjust the duration of regular and seasonal benefits accordingly.

On August 6, the bill received first and second readings and was referred to the Standing Committee on Industrial Relations.

August 8, the bill was read a third time and passed.

The Minister's explanation of the purpose of the bill is given in full on page 1120.

\*On August 29, the Committee of the Privy Council proclaimed the Act in force from October 1.



# Unemployment Insurance Act Amended

Persons engaged in fishing brought within provisions of the Act and qualifying conditions for drawing benefits under Section 45 are eased

At the session of Parliament just ended, amendments to the Unemployment Insurance Act were passed to bring within its provisions persons engaged in fishing and to ease the qualifying conditions for drawing benefits under Section 45.

During consideration of the bill in committee, the Hon. Milton F. Gregg, Minister of Labour, on August 8 made the following statement:—

“First, this bill will enable the Commission, with the approval of the Governor in Council, to bring under the Act by regulation those engaged in the fishing industry. This part of the bill is to enable a decision now reached with respect to fishermen to be carried into effect during the coming months. The intention is to have the plan ready so that the contributions from fishermen for unemployment insurance might begin to be received on April 1, 1957, and the benefits therefrom available to those who qualify starting in April 1958.

“The second part of the bill is designed to ease the qualifying conditions for drawing benefits under Section 45 of the Unemployment Insurance Act, 1955, and because of the interrelated nature of the Act, one or two other amendments are required as a consequence. I should like to explain the existing 1955 qualifying formula, the results which the formula has produced in the past year and the amendments we are now proposing to make in order to ameliorate those results.

“Under Section 45 (1) of the 1955 Act, a claimant, to establish his ordinary benefit period, must have at least 30 weeks' contributions in the 104 weeks preceding the date of his claim, and of those at least eight contributions must be in the 52 weeks preceding his claim or since his last benefit period began, whichever is the shorter period. Section 45 (2) of the 1955 Act applies to subsequent claims for ordinary benefits, and I might mention a subsequent claim is one that is made within 104 weeks of the establishment of a previous claim.

“Section 45 (2) requires the claimant to have made 30 weekly contributions in the 52 weeks immediately preceding the claim, or since the start of the last benefit period, whichever period is the greater. This section particularly affects groups of workers whose type of work results in their having to claim unemployment insurance benefit

every 12 months. To these workers, Section 45 (2) means that they have to find 30 contribution weeks every year and there are many who cannot do that. I shall deal more fully with this group in a few minutes.

“In addition to these two aspects of ordinary benefit, the 1955 Act provides for two classes of seasonal benefit. The concept of seasonal benefit was introduced into our unemployment scheme in recognition of the fact that we have had winter unemployment problems of some magnitude. Consequently, it is payable only between January 1 and April 15, the period when it is difficult for an unemployed person to find work. It applies to those who are unable to qualify for ordinary benefit.

“To qualify for class A seasonal benefit, a claimant must have 15 weekly contributions since the previous March. Class B seasonal benefit is payable to a claimant who has had an ordinary benefit period that has terminated since the previous April 15. Class B seasonal benefit is payable even though the claimant has not been able to contribute to the scheme since his ordinary benefit period expired. The theory here is that if he was unable to find work during the spring, summer and autumn, he would be highly unlikely to find it during winter.

“Now that I have talked about the qualifying formula that was evolved for the 1955 Act, I would like to outline the results of actual practice that were observed in the months following October 2 last year, when the new Act came into effect. With Section 45 (1) there was no difficulty. Indeed, a claimant filing his first claim can hardly have any real attachment to insured employment if he was not required to work at least 30 weeks in the last two years, with eight of them in the last year. By a worker with a “real attachment to insured employment” I mean a worker who is actually at work requiring insurance stamps.

“In regard to Section 45 (2), certain difficulties arose. This section provided that if a claim is made every year, the claimant, on his second and each following claim, can qualify only if he has 30 contributions in the 52 weeks preceding his new claim. This means that a worker whose job begins in the spring and who is laid off and claims benefit each year in November, for instance, can qualify for ordinary benefit only if he has made at least 30 weekly contributions

since the previous November. This applies in the same way, of course, to claimants whose layoff period comes at other times of the year. We feel now, from the experience gained, that this disposition works too great a stringency on a number of workers who, although their employment is less than year-round, nevertheless have a very substantial attachment to insurable employment. Because of these limitations that our climate imposes on certain industries, many persons who must of necessity confine their work to those industries are unable to get as many as 30 weeks of insurable employment in a year.

"During the four months after the 1955 Act went into operation, that is, the months of October, November, December, 1955, and January 1956, the number of claimants who failed to qualify was 45 per cent of all those filing initial claims, as compared with 29 per cent in the same four months a year before. Most of this increase was caused by Section 45 (2). The number of persons involved was, as I told the House last April 18, over 90,000. It is true, of course, that some 90 per cent of these workers had enough contributions to qualify for seasonal benefit beginning on January 1 of this year.

"It is also a matter of record that the percentage of those failing to qualify levelled off in the winter to about the same ratio as in the previous winter. This shows that between October and January there is a considerable volume of claims from persons who have a spring-autumn pattern of employment.

"To sum it up, where the difficulties occurred was among those who work for periods just slightly shorter than 30 weeks each year, and in particular among groups who tend to suffer layoffs at times of the year when they cannot draw seasonal benefits. It is these workers to whom our present amendment will apply.

"I shall now explain the details of this amendment. I made a statement to the House last May 16 in which I suggested that the difficulties of claimants were aggravated by the interposition of a seasonal benefit period between two claims for ordinary benefit. I indicated then that we might take action along the lines of disregarding seasonal benefit periods for the purpose of Section 45 (2). Further study has shown, however, that we can achieve the same result by a sounder method.

"We are amending Section 45 (2) so that, in addition to the general requirements of the present Section 45 (1), only 24 of the required 30 contribution weeks need to be in the past 52 weeks; or since the beginning of the last benefit period, whichever period

is longer. By amending the requalifying requirements to this extent, a substantial number of those who failed to qualify for ordinary benefit last fall will find themselves able to qualify this fall.

"The minimum period of benefit, as a result of lowering the number of qualifying weeks to 24, will of course be 12 weeks rather than 15 weeks, as before. Under this formula we find that of those claimants who, according to our survey last November, had only 24 to 29 weekly contributions, and thus failed to qualify for ordinary benefit, there will be 14.5 per cent who qualify for 15 weeks of benefit; 37.4 per cent who qualify for 14 weeks of benefit; 38.8 per cent who qualify for 13 weeks of benefit; and 15.3 per cent who qualify for 12 weeks of benefit; that is, almost 85 per cent of these workers would have benefit durations of 13 weeks or more.

"This is a very closely interrelated act. In order to prevent certain anomalies arising because of this change we must also amend Section 53 (3) (b) and Section 53 (5). This is the section dealing with seasonal benefits. Section 53 (3) (b) is amended so that, for seasonal benefit class A, the duration would be one week for every two weekly contributions since the previous March, with a floor of 10 weeks. Unless this change is made, the present rule, which allows two weeks of benefit for every three weekly contributions, would result in an anomaly as between recipients of regular benefit and seasonal benefit.

"Section 53 (5) is amended so that, for seasonal benefit class B, the duration would be based on that of the last ordinary benefit period. This is, the minimum would be 12 weeks and, since payment is limited to the period January 1 to April 15, the maximum would not exceed 16 weeks.

"Since 1950 I cannot recall a single month in which the Commission has not brought before me the results of serious study of this Act, or of its regulations or of its administration. It is good legislation and deserves that constant review and improvement that can only be based on experience, and I promise that the review will continue.

"As the minister responsible for reporting on the administration of the Act to the House, I am grateful for the interest, criticisms and suggestions of members from all parts of the House which help to make it a valuable stabilizing influence within our economic life and, more important, a most important agency for serving the human needs of so many of our Canadian people."

# Duke of Edinburgh's Conference on Human Problems in Industry

280 men and women from 29 countries in the Commonwealth, including 30 from Canada, attend. Week of discussion followed by tour of British industrial centres in groups of 14, then more discussion at Oxford

Can the new industries of the Commonwealth help each other? Can industrial Scotland help Knob Lake? Can the Midlands help Kitimat? Can the experience of the industrial north help Africa? These were some of the questions, the Duke of Edinburgh said, that the Study Conference on the Human Problems of Industrial Communities within the Commonwealth and Empire would have to consider. He was delivering the opening address at the conference which opened under his auspices in Oxford, England, on July 9.

"I hope you will form some conclusion about what things make for good work, a happy community and a happy individual," he said. "The criterion is the happiness, the satisfaction, contentment or whatever word appeals to you, of the individual as a citizen and not merely as a worker, and of the community present and future who depend for their livelihood on industry."

Visiting industrial establishments in various parts of the Commonwealth, he had come to realize, he said, that "a mine is a mine, a factory a factory and a steel works a steel works whatever part of the world it is in". But he had noticed differences in the atmosphere—"some communities were happy, others were depressing".

He said that the conference had to look for an explanation for these differences as it went along, but he offered the suggestion that "many of the problems which confront us are due to the speed in which things change in this age of ours."

"We are changing agricultural communities into industrial communities; science and technology are changing both agriculture and industry," he continued. "The stresses and strains, pushes and pulls of an active and mixed community are changing its standards and its way of life."

The 280 men and women from 29 countries attending the conference were divided into 20 study groups of 14 members each. Each group, with a chairman with experience in United Kingdom industry, was composed of persons from a number of different countries. Thirty

Canadians, who had been nominated by private firms, business associations and trade unions, attended (L.G., July, p. 793).

The first four days of the conference were occupied by discussions at Oxford. London and one of 20 provincial centres of industry were visited by each group during the next ten days. The whole conference then returned to Oxford for concluding sessions during the third week.

## Sir John Maud

"The Impact of Industrialization" was the subject of an address to the conference by Sir John Maud, Permanent Secretary to the Ministry of Fuel and Power.

Industrialization was a fearful menace and a tremendous opportunity, it threatened to destroy us—to standardize us, dividing our life into compartments of "work" and "leisure," to destroy our personal relationship to each other and substitute that of cogs in a machine, the speaker said. At the same time industrialization offered us fullness of life in a sense never within our grasp before—enough food for the two-thirds of the world's people now underfed, freedom from much drudgery, time to exercise our creative capacities.

What this challenge chiefly demanded of us, Sir John said, was imagination and character. Although it was easy to say, "the factory was made for man, and not man for the factory," he admitted that it was difficult to make sure that this was true in practice. He was convinced that we retained our mastery of the machine and avoided becoming its servant only by "serving something else".

We must keep firm hold on what we believed—about the fundamental difference between good and evil, truth and falsehood, beauty and ugliness—and try to build our new industrial society on the rock of those beliefs, he asserted. Two of these foundations, he suggested, should be that principle of trusteeship found in the history of the Commonwealth, and faith in the supreme value of the individual.



## Lord Citrine

Lord Citrine, Chairman of the Central Electricity Authority and former General Secretary of the Trades Union Congress, spoke on "The Varying Pattern of Industry".

Involving what the speaker called an unprovoked defence of price rings, equal tendering, and trade associations, this proved to be a controversial speech.

"Combinations" were now an important and necessary part of British industry, Lord Citrine contended. "I think that just as the trade unionist combines to prevent his standard of life (from) being driven down, so it seems to me to be quite justifiable that among firms some kind of combination should take place that will avoid the standards at which they can sell their commodities being debased," he said.

The speaker was confident that this kind of arrangement would not be used against the public interest, and that disclosure of costs would show that the public was not being overcharged. Public vigilance, he believed, would prevent abuses by demanding inquiries whenever suspicions were aroused. He claimed that large organizations had certain advantages, notably the ability to carry out research. He thought, too, that the men who controlled them were as public-spirited as anyone else.

## Other Speakers

Col. W. A. Grierson, Managing Director of Hayeshaw Ltd., spinners and doublers of cotton, rayon, and synthetic yarns, said that the senior executive must find time to meet his employees—it was a job he could not pass on to the personnel officer.

"Men are capable of loyalty but not to a board or committee," he said. "The personal touch means very much provided that it is exercised in a sincere and genuine way."

The need for joint consultation was emphasized by James Crawford, General President of the National Union of Boot and Shoe Operatives and Chairman of the British Productivity Council.

"It would be unreal in 1956 to make the sweeping claims for joint consultation we would have made earlier, but nonetheless I still regard it as of first-class importance," he said. It was slow moving, but it was better for long-term harmony than "a sullen obedience to an authority regarded as external".

Notwithstanding this he felt that the view which he had been brought up on—about workers "wanting a bigger say in management"—was now far less representative than the view that "management is

the gaffer's pigeon; my union's job is to protect me from management, not to join with management in managing me".

J. M. Campbell, Chairman of Booker Brothers, McConnell and Co., West Indian merchants and sugar producers, concentrated on the question, "How can willing work be inspired?"

When he was first made managing director, Mr. Campbell said, he had found a "shapeless, incoherent conglomeration of variegated activities in British Guiana and the West Indies, Central Africa, and the United Kingdom". Hardly anyone connected with the company was efficient, happy or satisfied. After looking in vain for a superman to put everything right he had come to the conclusion that what was wrong was not the capacity of his fellow men, but that the job itself was beyond human capacity. They had therefore split the company up into about 50 companies, each with its clearly defined operational activity, its own capital and borrowing powers, its own board of directors, and employees.

On the whole, the reorganization had worked wonders, Mr. Campbell said. Its success was evidently due to enabling men and women, hitherto floundering in a fog of futility and frustration, to identify themselves clearly with the purposes and results of the business in which they worked.

"There is still too much of the 'a little unemployment is a good thing' mentality about," said Sir Alfred Roberts, a former president of the Trades Union Congress. "Nothing seems to me more degrading, and I hope we shall see an early end of all practices capitalizing on fear as a means of motivation in industry or anywhere else."

Dame Florence Hancock, National Woman Officer of the Transport and General Workers' Union, told the conference that in spite of the "glaring injustice" that women did not get equal pay for equal work, the status of Britain's 8,000,000 working women had been raised in industry. Industrial society had turned women from domestic workers into community workers, and it had opened up new opportunities for them to be of service to the community.

Dame Florence suggested that the British economy depended on the work of married women. This led to problems in family life which had to be met by "creating the values of home afresh," and by men's sharing the responsibility of the family with their wives.

The last address before the conference broke up into groups to spend nine days in studying British industries in various centres was given by Sir Harry Pilkington, a past president of the Federation of British Industries. He emphasized the need for the leaders of industry to make sure that an industrial environment was not a "spiritual, cultural and intellectual desert".

### Archbishop of Canterbury

In a sermon preached at a special service for conference members in Oxford on the Sunday of the last week, after the groups had re-assembled, the Archbishop of Canterbury, Dr. G. F. Fisher, said that "the growth of human knowledge and possibility, the pressure of economics and the demands for better living standards both where they are badly needed and where they are not needed at all, all compel more and greater combinations of money, power, manpower, and machine power.

"The process gets a momentum of its own," Dr. Fisher continued. "It demands more and more of the few who organize, and less and less of the many except time, labour and the maintenance of uninterested reactions to their work." These things, he said, produce "a kind of mass slavery to the machine which produces a dreariness of spirit in and out of working hours".

The conference members, the Archbishop remarked, might regard their task with some trepidation. "It may well be beyond the control of man. There is nothing to guarantee that men will succeed in humanizing industry. It may dehumanize man, but none of us accepts that kind of defeat. We believe too much in the spirit of man and in his will and power to overcome this evil by the power of good."

Later, Sir Harold Hartley, F.R.S., the Chairman of the Conference Council, said that there must be no arrogant assumption that man could control nature. There were at least seven limiting factors in the light of which we must review the possibilities of the present phase of rapid economic expansion. These were water, soil, energy, raw materials, manpower and human skill, diseases and pests, and capital. Of these, he placed water first and soil second.

The whole energy picture had been changed by the future possibilities of atomic power, he said, but these must take time and meanwhile the conventional sources of energy must continue to carry the main load.

### W. J. Bennett

On the final day of the conference W. J. Bennett, Director and President of Atomic Energy of Canada Ltd., spoke on the effect of technical change in Canada.

Mr. Bennett held that Canada is indeed a nation in spite of physical, ethnic and cultural diversity, and he assured Commonwealth members that Canadians are in no danger of being taken over culturally, if not physically, by "our great neighbours" to the south.

Fifty years of technical change, the speaker said, had transformed a rural society into an urban one, had doubled real income and had brought Canada a standard of living second only to that of the United States. During that period there had been a reduction of 25 per cent in the number of hours worked in Canadian industry, he said, and the problem of leisure time "has affected this aspect of our lives and sometimes in ways which are not entirely beneficial".

Mr. Bennett contended that much of the human "wear and tear" incidental to industrial occupation is not physical but psychological.

"Something beyond better working conditions and higher income is required for the full satisfaction of man's aspirations," he declared. "We concentrate upon a field of human relations in which management requires the assistance of the sociologist, the psychiatrist and whatever other services there may be in the problems of human behaviour."

Mr. Bennett told the conference how, in postwar years, federal, provincial and municipal governments had participated in the establishment of new communities, and how this had prevented a re-appearance of the slum conditions characteristic of earlier periods of industrial expansion in Canada. Out of a million houses built since the war, he said, 70 per cent are single dwellings and 50 per cent are owned by the occupants.

### Comments on Conference

J. W. Henley, an industrial relations manager from Hamilton, Ont., speaking for his group, commented: "We found that satisfaction at work is a thing of many facets. We had to learn over again to project ourselves into the thinking of other people and not to approach this matter of satisfaction based purely on our own biases and on our own work experiences."

Richardson Philips, an electrical manufacturer from Brockville, Ont., believed

that every penny spent on the conference would be repaid with interest in the future.

"The full fruits of this conference are still to grow and still to ripen," said Sir Philip Morris, Vice-chancellor of Bristol University. He observed that in industry good conditions do not necessarily produce good relations, but that good relations are a prime factor in producing good conditions.

At the final night's farewell dinner, the Duke of Edinburgh observed that there was only one general description which would fit the conference:—

"It seems to me that this has been the brotherhood of the British Commonwealth in action." In his final comment on the conference he gave his answer to questions regarding the success of the experiment it represented, which was that its success depended on what the members themselves felt. If it would improve their subsequent practice, whatever branch of industry they were in; if they could exert a good influence on industrial communities and the difficulties there; if they learned anything at all from one another—then he was satisfied.

He told the members that they could do very much worse than trust their own likes and dislikes rather than what they thought was good for other people. "It is easy to say this ought to be done and that ought to be done. Once in a while put yourself in the position of being pushed around and see how you like it."

In an editorial commenting on the conference, the *London Times* remarked that it would not be easy at so early a stage to formulate any precise conclusions. "There has, however, emerged a marked identity of views on key matters such as the importance of the size of the working group industry," the editorial continued, "the necessity for training foremen, rather than letting them develop haphazard, and the fact that good management everywhere equates with good relations with the community. But what has chiefly struck outside observers is the impact of the exchange of ideas and thought on individuals.... There can be no doubt that this will have widespread effect for the future. Members will go home to their countries with their attitudes perceptibly changed, and changed in the Commonwealth perspective."

Canadians were impressed by the planning that had gone into the conference. Almost every minute had been organized—with visits to factories, new towns, health centres, homes and community centres.

The social event of the conference was the Royal Garden Party at Buckingham Palace on July 12, which the members attended before beginning their tours, some of them being presented to the Queen.

A pair of cuff links was presented to the Duke as a token of the members' appreciation, the presentation being made by Dr. W. H. Cruikshank, Bell Telephone Company of Canada, Montreal.

---

## Annual Convention, N.B. Council of Labour

**Plans made for merger with N.B. Federation of Labour and resolutions passed urging legalization of sweepstakes, changes in liquor control**

Plans for merging with the New Brunswick Federation of Labour were discussed at the annual convention in Moncton last month of the New Brunswick Council of Labour (formerly CCL). Other major subjects discussed at the three-day meeting were the legalization of sweepstakes and radical changes in the province's liquor control system.

The Council approved a resolution authorizing the appointment of a committee to work in conjunction with the executive to complete plans for a merger with the formerly TLC Federation.

A resolution favouring the establishment of beer taverns and cocktail lounges, and pressing the provincial Government to reorganize the "outdated" liquor control system of New Brunswick, was passed.

Speaking on this resolution, Thomas Jones, President of the Council, said that three years ago a similar resolution had been turned down because it had been felt that it would be "a black eye" for labour to approve it. The labour group had finally come to the conclusion, however, that sooner or later something would have to be done in the matter, and that in the interest of the social and economic welfare of the province labour should take the lead, Mr. Jones said.

On the second day the convention passed a resolution asking that sweepstakes be legalized in Canada and suggesting that the proceeds of such sweepstakes be used to finance a more extensive national health plan.



Another resolution that gained approval urged the provincial Government to assist municipalities which are trying to establish subsidized, low-rental housing for aged couples.

A resolution that the Canadian Labour Congress be petitioned to set up a strike fund was referred back to the resolutions committee for redrafting. Councillor W. K. Craig, Saint John, said he thought the CLC should continue to work on this question as it had in the past.

The three "basic freedoms" were the main theme of John Whitehouse, Toronto, Director of Education and Publicity for the Textile Workers Union of America, who was the guest speaker at the annual dinner of the Council. He defined these three freedoms as: freedom from insecurity, freedom from poverty, and freedom from ill-health.

Mr. Whitehouse delivered a strong plea for a national health plan, emphasizing the need for care of those who are unable to care for themselves, especially the veterans of both wars.

Other speakers were: Hon. A. E. Skaling, New Brunswick Minister of Labour; Hon. T. B. Babbitt Parlee, Minister of Municipal Affairs; and Mayor H. A. Joyce of Moncton.

Mr. Skaling said that members of the labour movement should feel free at any

time to present briefs to his office. He said that he had had long experience in labour affairs and that he was willing to give labour a fair hearing at any time.

He said that a government minister has many problems, some of which labour does not seem to be aware of. He mentioned that 26 improvements in labour legislation had been made in the course of the past four sessions of the House.

Mr. Parlee praised the work of Mr. Skaling in the Government. He also congratulated Don Elliott, Past President of the Council, to whom a presentation was made in appreciation of his services during his tenure of office.

Other guests included Henry Harm, Regional Director of Education and Organization for the Atlantic Provinces (CLC); and James A. Whitebone, President of the N.B. Federation of Labour and Vice-president for the Atlantic Provinces (CLC).

Angus McLeod, Saint John, was elected President for the coming year, replacing Thomas Jones, Milltown, who was elected First Vice-president. The new Second Vice-president is James H. Leonard, Saint John. Ralph D. Evans was re-elected Secretary-Treasurer. The three members of the executive committee for the next year are: Pagis Steeves, Surrey; Hugh Reardon, Moncton; and Harry Nixon, Milltown.

## 2nd Annual Convention, N.S. Federation of Labour

Resolutions calling for the promotion of the tourist industry in the province, a national health insurance plan, payment of fees to jurymen comparable with their regular wages, a government automobile insurance plan for the province, and an investigation into the administration and pricing of drugs and medicines, were amongst the proposals considered at the second annual convention of the Nova Scotia Federation of Labour (formerly TLC), held in Halifax, June 11 and 12.

A committee on workmen's compensation recommended that compensation be at the rate of 75 per cent of the ordinary earnings of the injured worker. It also recommended that the wage maximum for computing compensation be set at \$4,000, that payment be made the day after the accident, that the scope of the Act be widened to cover all employees, and that widows' pensions be increased to \$75 from \$50 a month.

Other resolutions approved by the 100 delegates who attended the convention

asked for aid for children up to 18 years of age who wished to continue their education, an increase in the payment for burial expenses from \$200 to \$300, and compensation for damage to eye-glasses or dentures occurring while the wearer was on duty.

All provincial labour federations and councils within the framework of the CLC will have merged within a year, was the prediction of Thomas B. Ward, CLC Director of Provincial Federations and Labour Councils, who was the guest speaker at one of the sessions. He said that several mergers of the kind have already taken place.

At the election of officers D. J. Gannon, Halifax, was re-elected President, and Hugh MacLeod, Dartmouth, was elected Secretary-Treasurer. Three Vice-presidents elected were: Sinclair Allen, Halifax, Central Zone; C. A. Webber, Liverpool, Western Zone; and Thomas Trenchard, Sydney, Eastern Zone.

# Canadian Conference on Social Work

**Workshop on "Women in Industry" emphasizes urgent need for re-training and counselling of older women seeking work, a study of part-time work opportunities for married women and vocational counselling for girls**

The increasing number of middle-aged and older women who are seeking work will make necessary definite steps for counselling and re-training in order to ensure a higher standard of employability, it was decided during a workshop on "Women in Industry" at the Canadian Conference on Social Work, held in Edmonton in June.

Shortages in occupations open to women would also be filled more effectively by such a program, the delegates believed.

The workshop was conducted by Marion V. Royce, Director of the Women's Bureau of the Department of Labour.

Discussion during the workshop emphasized the urgent need for:—

1. Better standards of day care for children of working mothers. It was felt that a national study of existing facilities should be undertaken and, later, standards should be formulated for distribution to provincial and municipal authorities concerned with the problem. The consensus of the group was that, since married women are working in increasing numbers, the need to ensure that their children do not suffer because of lack of nurseries is great.

2. More realistic and effective vocational counselling for girls and women to prepare them for their dual role in modern society—as homemakers and as members of the labour force. It was unanimously agreed that there was a need for a higher degree of professional and vocational training for women.

3. A study of part-time work opportunities for married women with children and for older women unable to withstand the demands of a full work schedule. It was recognized that industry and business are not likely to organize part-time schedules unless it were to their economic advantage to do so. The large number of married women engaged in retail trade was thought to be a result of the availability of part-time work in shops and stores.

At the conference, Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour, was a member of a panel discussing, "Where are we in Rehabilitation?"

Dr. Eugene Forsey, Director of Research, Canadian Labour Congress, spoke on "Labour's Stake in Welfare". He stressed the reciprocal nature of labour's relation to welfare facilities and benefits.

## Women's Talents, Skills, Abilities

"In other countries as well as our own there is a growing recognition that women in today's world possess talents, skills, and abilities that well could be utilized in practically every area of a nation's interest, in public and international affairs as well as in other realms. The exercising of such capabilities is a challenge to women everywhere," said Mrs. Alice K. Leopold, Assistant to the United States Secretary of Labour for Women's Affairs, in an address to the American Federation of Soroptimists Clubs.

Referring to women's occupational progress, Mrs. Leopold said that women's employment was at an all-time high in the United States and that some women were found in practically every occupation and profession. "The broadening of job horizons for women," she said, "not only is recognition which has been earned but is a means of achieving effective utilization of the skills of the nation's human resources."

Stating that women's organizations could furnish experienced leadership in helping to attain the nation's goals, Mrs. Leopold said that a prime objective was the development of a skilled work force. One method of helping to achieve this, she said, is through special programs which offer counselling, training, and placement for women job seekers and counselling for young women in high school and college.

## Women in Majority in Offices

In banking, insurance, utilities, retailing, printing and publishing, savings and loan, research, welfare and social services, as well as in a number of service industries, more than half of the office employees are

women, according to a survey conducted last year in the United States and Canada by the National Office Management Association, the findings of which were recently published.

Of 224 firms with a total of 99,106 office workers that submitted data, about 40 per cent work eight hours a day, and 26 per cent have a 7½-hour day. Only 19 firms report Saturday work, usually half a day.

The most popular length of lunch period proved to be 45 minutes, while the companies who have a half-hour lunch period exceeded the number who allow a full hour off at noon.

For new employees the first pay increase comes after three months' service in 81 of the companies, while in 82 companies they have to wait six months. In 80 companies the salaries of older employees are reviewed every six months, and 105 firms have annual reviews.

Six holidays a year are given by 132 of the companies.

(For a note on office salaries, based partly on a survey by NOMA, see L.G., May, p. 498.)

\* \* \*

According to figures reported by the Census Bureau, farmers' wives in the United States are doing more and more work away from home.

Whereas in 1950 only 17 per cent of farmers' wives went out to work, in 1955 this percentage reached 26·4.

An unofficial thesis points out that when the prices of farm products go down it seems that rural families try to find other sources of income elsewhere.

In 1955, for example, the gross receipts of farmers amounted to \$19,000,000,000, of which amount \$6,100,000,000, that is about 30 per cent, did not come from farming activities. In 1948 the percentage was only 20 per cent. The total receipts that year amounted to \$24,800,000,000, of which \$5,100,000,000 did not come from the farms themselves.

Statistics show that in the United States there were about 10,500,000 women working in April 1955, not including widows, divorced women and women not living with their husbands. In 1948 this number was only 7,500,000.

In 1955, 26·4 per cent were farmers' wives, 23·9 per cent were country women

not married to farmers and 29·5 per cent were city women. A year earlier the percentages were, respectively 22·7, 25·7 and 28·5.

A series of articles on "Women and Business" is appearing in *Fortune* magazine. The first article, "Women as Bosses," was published in the June issue. Women as wage-earners is the subject of the article in the July number; in the August issue, women as consumers; and in the September issue the subject will be women as owners and investors.

## Court Bars Dismissal When Wed

A high court in Germany has ruled that it is not legal or constitutional to dismiss a woman from a job because she gets married, even if an understanding to that effect exists before the event occurs.

The ruling was handed down in the Labour Court of North Rhine, Westphalia, in the case of a young woman employed by a dress-making firm.

The case came about after a firm in a large Western Germany city notified all its female employees that if they married, their employment would be considered at an end three months following the event. The young woman in question married, and received a dismissal notice.

The young woman, supported by her union, decided to fight the case in the courts. In the first court approached, the ruling was to the effect that since she had been given three months' notice on the matter there was nothing valid in her objection to dismissal. The court, however, stigmatized the attitude of the employer, saying it was not moral.

The higher court came to the conclusion that the important thing about the dismissal notice was not the length of time involved but the reason for the dismissal.

Since the firm's reason for dismissal was strictly because the woman was married, the court ordered that she be reinstated, basing the decision on articles in the constitution of the Federal Republic that grant every citizen the right to work and lay down the principle of equality of rights for men and women.

The court ruling placed the stamp of approval on one of the principles for which the trade union movement around the world has always fought.



## "Understanding the Disabled"

Booklet for teachers outlines program, to be introduced in elementary schools in some parts of United States this year, that is designed to teach youngsters to adopt a proper attitude towards disabled persons

A program designed to teach youngsters to adopt a proper attitude towards disabled individuals will be introduced to fourth, fifth and sixth grade pupils in various parts of the United States, beginning with the new term.

Particulars of the plan are contained in a booklet, *Understanding The Disabled*, prepared by the National Foundation for Infantile Paralysis and the Citizenship Education Project, Teachers College, Columbia University. Teachers can obtain copies of the pamphlet, free of cost, from the National Foundation for Infantile Paralysis, 120 Broadway, New York 3, N.Y., U.S.A.

Through activities of projective techniques, such as role playing, the use of unfinished stories and sociometric devices, an attempt will be made to develop three basic principles to serve as guides to the individual youngster in any situation involving a physically handicapped person.

The three principles are:—

1. A physically disabled person should have the same chance for friendship and acceptance as an individual without such a limitation.

2. Any behaviour towards a disabled person should be based on knowledge and understanding rather than on emotionalism.

3. A disabled person should be accepted in a group situation whenever he can benefit or make a positive contribution without curtailing essentially the activities of the group as a whole.

Behind all of the activities is the assumption that physical disabilities should be treated like any other differences that exist among individuals.

The first step towards exploring the subject of attitudes towards the disabled is through a social distance scale technique.

Although teachers will vary the technique according to classroom situations, each member of the class will receive a scale form, "Feelings About Other Children".

Each child is then shown a large drawing of 10 youngsters and is asked, through the following questions, to check on the

scale his feelings towards each child pictured. The questions:—

Would like to have him or her as one of my best friends.

Would like to have him or her in my group but not as a close friend.

Would like to be with him or her once in a while, but not often or for a long time.

Would not mind having him or her in our classroom, but would not want to have anything to do with him or her.

Would not like to have him or her in our classroom at all.

Among the children pictured are some with an artificial hand, an arm in a splint, a leg brace, eyeglasses, crutches and an obese boy. No mention of these factors is made by the teacher to the pupils undergoing the test.

The results of the scale are tabulated and placed on the blackboard. Both group and individual ratings are then discussed, but the teacher does not show disapproval of the way any class member checked any picture-child.

Starting from this base, a number of class activities can be designed to foster objective attitudes towards physical disability.

Elementary and secondary schools have long recognized the value of such projects to increase racial and religious tolerance. Until now, however, little has been done to concentrate on the greatest minority group of all—the physically handicapped.

\* \* \*

Recently the United States Government made a grant of \$60,000 to study how effectively severely injured workers may operate complex modern machinery.

An investigation will be made over the next two years, at Abilities, Incorporated, West Hempstead, Long Island, N.Y., a concern where only disabled persons are employed.

During the study, 300 disabled employees will have the opportunity to work with the latest machines. Their efforts, problems and accomplishments will be studied by a staff of specialists in industrial medicine, personnel, safety, labour psychology and rehabilitation.

## 50 Years Ago This Month

Shortage of labour became more acute in August and construction of transcontinental railway hampered. Wages rose, especially for farm labour, railway construction workers and unskilled labour generally

The shortage of labour which had been felt all through the summer of 1906 became more acute in August owing to the drawing off of large numbers to help in the western harvest. A number of industries were feeling the pinch, and railway construction was somewhat hampered, particularly in connection with the transcontinental line.

Under the stimulus of this shortage, wages continued to rise, especially those of farm labourers, railway construction workers, and unskilled labour generally, it was reported in the September 1906 *LABOUR GAZETTE*.

In Toronto an investigation was being made into the shortage of moderately priced houses suitable for working men. It was stated that there were fewer than 2,000 houses in the city the rents of which were \$10 or less, while there were more than 20,000 male employees engaged in various industries.

At the request of the mayor of London, Ont., an investigation was held by the Ontario Railway and Municipal Board into a dispute which led to a strike of employees of the city's street railway company on July 27.

The immediate cause of the strike was the dismissal of three men, which the employees alleged was done in retaliation for the part the men had taken in forming a trade union. Besides demanding the reinstatement of these men, the employees presented to the Board the following terms: that the company should provide uniforms, should supply cash for change, make changes in detail as to fare boxes and regular runs, pay men for cleaning cars after runs, make the working day as nearly as possible nine hours, and increase wages.

The Board declined to recommend the reinstatement of the three men. It also refused to recommend a wage increase or a reduction in hours, saying that it would not feel justified in doing so without making "a most searching investigation" into local conditions, which the Board implied it was not prepared to do.

The Board recommended extra pay for cleaning cars after runs, and said that the request was "perfectly reasonable". The request for changes in regard to fare boxes

and runs, the Board said, had been practically conceded by the company, and added that it (the Board) would recommend that some arrangement be made to meet the men's wishes.

A recommendation was made by the Board that the men be given enough cash to make change, as long as they put up bonds as security.

"So far as the uniforms are concerned, the Board will not make any recommendation in favour of the company providing uniforms for the men. The difficulty in doing that seems to be insuperable," the Board said.

Regarding another request of the men, the Board had this to say:—

"The men ask that an authorized committee of the union should treat with the company. There is no law compelling the company to treat with the union. That is a matter that will have to go on as it has done heretofore. Let them treat with them or not as they see fit, just as the men can form a union if they see fit."

After this decision, the *LABOUR GAZETTE* said, a large number of the strikers asked individually to be reinstated, and they were taken back, the company promising not to discriminate against any of them for joining the union or going on strike. The strike was formally declared over on August 17.

During August the Minister of Labour received a request from the executive of the Dominion Trades and Labour Congress that Mackenzie King, the Deputy Minister of Labour, should be sent to England to represent to the British authorities the desirability of getting legislation passed by the Imperial Parliament to prevent fraudulent representations being made in the United Kingdom regarding labour conditions in Canada, with the object of inducing people to emigrate to Canada, or deterring them from doing so.

As this request was in keeping with a resolution which had been passed by the House of Commons at the previous session drawing the attention of the British Government to the desirability of passing such legislation, it was decided that Mr. King should go to England in September.

# International Labour Organization

## 132<sup>nd</sup> Session of the Governing Body

The Governing Body of the International Labour Organization at its 132nd Session unanimously elected Sir Guildhaume Myrddin-Evans, K.C.M.G., C.B., as its Chairman for 1956-57.

The Session was divided into two parts; the first part took place just prior to the 39th International Labour Conference and the concluding part took place following the close of the Conference.

Sir Guildhaume takes over the chairmanship from Arthur H. Brown, Deputy Minister of Labour for Canada. This was the third time that he had been elected to head the ILO's executive council. He had previously headed it in 1945-46 and again in 1946-47. In 1949, he was elected President of the 32nd International Labour Conference.

French Employer Delegate Pierre Waline and United Kingdom Worker Delegate Sir Alfred Roberts were elected Vice-Chairmen of the Governing Body.

The principal decisions of the first part of the ILO Governing Body session were as follows:

—The report of the ILO *ad hoc* Committee on Forced Labour, which met in March, was to be transmitted to the Conference.

—The ILO would prepare for the fall session of the Governing Body "law and practice reports" on four subjects: conditions of work of fishermen, organization of occupational health services in places of employment, the reduction of hours of work, and collaboration between public authorities and employers' and workers' organizations. These would permit the Governing Body to decide which technical questions should be placed on the agenda of the 1958 general conference.

—The 19th report of the Governing Body's Committee on Freedom of Association was approved. The report contained the committee's conclusions on various allegations of violations of trade union rights.

—Proposals by ILO Director-General David D. Morse providing for the establishment of a special list of non-governmental organizations were approved. The creation of the list will permit giving a more systematic character to relations between the ILO and organizations whose

objectives and work are of interest to the ILO and which may make a contribution to the latter's work.

—The conclusions of the recent fifth session of the ILO's Petroleum Committee will be transmitted to governments, on the understanding that the Governing Body is expressing no opinion on their contents. Governments will be asked to communicate the texts to interested employers and workers' organizations.

United States Worker Delegate George P. Delaney, at the concluding part of the Governing Body's 132nd Session, made a statement in the name of the workers' group on the Governing Body expressing concern at newspaper and news agency reports of "extensive use of armed forces, including tanks, against strikers by the Polish authorities, following upon the widespread strike action in the city of Poznan".

Mr. Delaney recalled statements made by the Polish delegation at the International Labour Conference which has just ended claiming that no restrictions were placed on the Polish workers' right to strike.

He said the workers' group also recalled the "vigour displayed by the Polish delegation in defending the inclusion in the forced labour convention of a prohibition of punishment as a result of participation in strike action". Mr. Delaney added:

While we welcome these statements which were made during the Conference and during the discussion on forced labour that no impediment was placed in the way of industrial action taken by workers in Poland to protect their standards and conditions of life, we as workers reserve our judgment on the sincerity of such statements and will determine our action in the light of the further evidence of the facts as they have developed in Poland and of the actions of the Polish authorities in their relationships with the working people of Poland.

We fervently reaffirm our fundamental belief in the right to strike and we condemn the use of force wherever it may take place to deny that right.

In conclusion, subject to further substantiation of the facts, we urge the Polish Government to abide by the spirit of the Conference, the Conference which we have just concluded yesterday, and withdraw the use of armed forces in suppressing the right to strike of the Polish people.

Mr. Brown, the retiring chairman of the Governing Body, said the statement would be noted.



# ILO Told Tendency is Growing to Rely on Reason Rather than Strife in Negotiations

There is a growing inclination on the part of management and labour in the world to rely on facts and reason rather than on threats and industrial strife in their collective negotiations, David A. Morse, Director-General of the International Labour Organization, said in releasing the findings of a group of experts on human and industrial relations from 16 different countries which met at Geneva recently.

In their report to the ILO Director-General, the experts noted the increased reliance on facts and reason, adding that while the right to strike and lockout should not be questioned as a motivating force in arriving at a settlement under certain circumstances, the tendency of the parties to substitute a greater reliance on pertinent economic facts and data and the art of persuasion and reasoning should be encouraged.

The experts studied basic problems and current trends in relations between employers and workers and examined the possibility of action at the international level to improve these relations.

Their report was intended to help Mr. Morse to submit to the ILO Governing Body a practical program of ILO action in the field of labour-management relations.

The meeting brought together, in their individual capacities, 22 persons from various parts of the world, having authoritative knowledge, experience and interest in labour-management relations. None was from Canada.

The experts reported that the international instruments adopted by the ILO constituted a sound basis for the establishment of good labour-management relations throughout the world. They noted that a particularly marked feature of labour-management relations was the emphasis now laid on problems arising at the level of the individual production unit and the community of human beings.

"In conjunction with its research work," they reported, "the time has now come for the ILO to develop on an intensified scale its technical assistance program, not only for those who have to establish a policy framework of labour-management relations but also for those who are directly engaged in these relations in everyday life.

"To attain this objective, the ILO will have to concentrate on education of the parties concerned based on a fuller knowledge of the facts, a better understanding of the problems involved and the needs of the respective countries in this field."

---

## Announce Appointment of ILO Assistant Director-General

Francis Blanchard of France has been appointed Assistant Director-General of the International Labour Organization effective August 1, it was announced by ILO Director-General David A. Morse.

Mr. Blanchard fills the post recently made vacant by the retirement of Jean Morellet. Mr. Morellet, a veteran official of the ILO, had been Assistant Director-General since 1950.

Previously Mr. Blanchard was Chief of the ILO's Manpower Division.

Richard M. Lyman, Assistant Chief of the Technical Assistance Division, has been named Chief of the Manpower Division, effective September 1, in succession to Mr. Blanchard.

Director-General Morse also appointed Sailendra Narayan Roy, of India, Chief of the Co-operation and Handicrafts Division, effective September 1. Before joining ILO in 1952, Roy was Training Director in the Indian Ministry of Labour.

---


## ILO Group Drafts Performers' Rights Convention

An international convention designed to protect the rights of performers, record manufacturers, and radio and television companies has been drafted by a group of experts convened by the International Labour Organization.

The experts suggest that the convention should be an independent instrument and

be applied both within countries as well as internationally between the contracting governments.

As far as films and television are concerned, the experts were of the opinion that the convention should give protection to performers to the extent necessary to ensure that the objectives of the instrument are attained.



# TEAMWORK in INDUSTRY

Two committees forming part of the Canadian National Railways System Union-Management Co-operative Movement met recently in Montreal. The Maintenance of Way Section held its 25th annual meeting and the Motive Power and Car Equipment Department held its 30th.

Both meetings had heavy agendas. Items dealt with included improvements in tools and work methods, care and handling of equipment, securing traffic, shop methods and practices, safety, and many others.

The annual report of the Maintenance of Way Section showed that 138 different union-management meetings were held during 1955. More than 2,200 joint discussions took place on some 790 topics. In the Motive Power Department, 1,163 suggestions and ideas were discussed and 825 were adopted. The annual report of this Department also showed that during the 30 years the committees have been in operation, more than 42,000 suggestions and recommendations have been discussed, and 85 per cent have been accepted.

Speaking on behalf of the unions at the maintenance of way meeting, General Chairman C. Smith, of the Brotherhood of Maintenance of Way Employees, said in part: "When we recall the changes that have taken place during this quarter of a century, I think it is surely a tribute to the understanding of the value of good employee-management relationships. The very fact that throughout all these good years and bad the Co-operative Movement has stood the test proves how well the foundation has been built."

In similar terms, General Freight Traffic Manager E. A. Ryder told the Motive Power and Car Equipment meeting that: "The spirit of co-operation and determination to overcome obstacles to the mutual advantage of all parties must surely have been compelling influences during all these years of association; therefore, in speaking of co-operation, I am dealing with a subject on which you can place a known value based on your own experiences within the confines of this committee alone. As applies in all other joint endeavours, co-operation is the key-note of success..."

\* \* \*

Joint consultation, through a program of labour-management co-operation, has been an established part of labour-management relations at the John Wood plant in Winnipeg for 12 years. The labour-management committee in this plant has developed into a well-organized, efficient production aid, with a solid reputation among both management and employees for its achievements.

Working in close co-operation, labour and management established the committee as a means "for all employees to submit effectively suggestions concerning plant efficiency, improvement of production, general plant operations and services, and any other matters of special interest or importance".

The investigation and evaluation of suggestions is the biggest single job the labour-management committee has to do. So well has this been done over the years that a high degree of confidence in the committee's recommendations has been gained from both employees and top management. The committee's reports and recommendations are usually accepted without question.

Contributing to this ready acceptance is the fact that each committee member recognizes and accepts his responsibility to be completely fair and impartial in handling suggestions. The employees support the committee because they know that its decisions are based on co-operative labour-management investigation.

\* \* \*

Britain's largest steel firm, Richard Thomas and Baldwins Limited, has, over the past 10 years, gradually introduced changes in its human relations policy designed to give each employee a sense of belonging. One result of this industrial relations program has been "revitalized joint consultation".

To achieve this improved joint consultation, the General Manager insisted that any schemes introduced as part of the overall program had to be the result of joint consultation in the full sense of the term.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Board met for one day during July. The Board issued seven certificates designating bargaining agents. During the month the Board received 12 applications for certification and allowed the withdrawal of three applications.

### Applications for Certification Granted

1. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of non-operating employees of the Shawinigan Falls Terminal Railway, Shawinigan Falls, Que. (L.G., Aug., p. 1022).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by the Hamilton Shipping Company Limited at Hamilton, Ont. (L.G., July, p. 854).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by the Cullen Stevedoring Company Limited, Hamilton, Ont. (L.G., July, p. 854).

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Dominion Coal Company Limited, Sydney, N.S., aboard the tug *Empire John* (L.G., Aug., p. 1023).

5. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by the Owen Sound Transportation Company Limited, Owen Sound, Ont., aboard the vessels *Norgoma*, *Norisle*, and *Normac* (L.G., Aug., p. 1024).

6. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of clerical and miscellaneous employees of Canada Steamship Lines Limited working at the company's Lakehead terminals of Fort William and Port Arthur, Ont. (L.G., Aug., p. 1024).

7. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Hill the Mover (Canada) Limited, Toronto, Ont., operating in and out of the city of Ottawa (L.G., July, p. 854).

### Applications for Certification Withdrawn

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Patricia Transportation Company Limited, respondent (Ontario employees).

2. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Patricia Transportation Company Limited, respondent (Winnipeg employees).

3. Commercial Telegraphers' Union, Canadian Pacific Division No. 1, applicant, and the Canadian Pacific Railway Company, respondent.

### Applications for Certification Received

1. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers employed by Northern Transportation Company Limited, Edmonton, Alta., throughout the MacKenzie River watershed (Investigating Officer: G. R. Currie).

2. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Cadwell Marine Limited, Niagara Falls, Ont., aboard the dredge *C. W. Cadwell* (Investigating Officer: H. Perkins).

3. International Longshoremen's and Warehousemen's Union on behalf of a unit of longshoremen employed by Elk Falls Company Limited, Duncan Bay, B.C. (Investigating Officer: G. R. Currie).

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Federal Commerce and Navigation Company Limited, Montreal, Que., aboard the vessel *Eastide* (Investigating Officer: R. Trépanier).

5. International Longshoremen's and Warehousemen's Union on behalf of a unit of miscellaneous workers employed by

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.



Empire Stevedoring Company Limited, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

6. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by the Valley Camp Coal Company of Canada Limited, Toronto, Ont., aboard the vessel *Valley Camp* (Investigating Officer: H. Perkins).

7. International Association of Machinists on behalf of a unit of equipment maintenance workers employed by the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: R. Duquette).

8. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of transport workers

employed by Walter Little Limited at Toronto, Sundridge, North Bay, New Liskeard, Kirkland Lake, Ont., and Rouyn, Que. (Investigating Officer: F. J. Ainsborough).

9. Oil, Chemical and Atomic Workers International Union on behalf of a unit of barge personnel employed by Harbour Services Limited, Vancouver, B.C. (Investigating Officer: G. R. Currie).

10. Oil, Chemical and Atomic Workers International Union on behalf of a unit of barge personnel employed by the Pacific Tanker Company Limited, Vancouver, B.C. (Investigating Officer: G. R. Currie).

11. Seafarers' International Union of North America, Canadian District, on behalf of a unit of employees of Toronto Towing and Salvage Company Limited,

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Toronto, employed aboard the tugs *H. J. Dixon*, *J. C. Stewart*, and *H. J. D. No. 1* (Investigating Officer: F. J. Ainsborough).

12. Seafarers' International Union of North America, Canadian District, on

behalf of a unit of unlicensed personnel employed by Marine Industries Limited, Montreal, Que., aboard its tugs, barges and dredges. (Investigating Officer: R. Trépanier).

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During July, the Minister appointed conciliation officers to deal with the following disputes:—

1. Brett-Young Seeds Limited, Winnipeg, and the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 338 (Conciliation Officer: J. S. Gunn).

2. Atomic Energy of Canada Limited, Chalk River, Ont., and Local 167 American Federation of Technical Engineers (Conciliation Officer: H. Perkins).

3. Canadian Pacific Air Lines Limited, Vancouver, and International Association of Machinists, Canadian Airways Lodge No. 764 (Conciliation Officer: G. R. Currie).

4. British Columbia Telephone Company and the Federation of Telephone Workers of B.C. (clerical division) (Conciliation Officer: G. R. Currie).

5. Niagara, St. Catharines and Toronto Railway and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 846 (Conciliation Officer: F. J. Ainsborough).

### Settlements Reported by Conciliation Officers

1. Eastern Canada Stevedoring Company Limited, Montreal, and the United Steelworkers of America (Conciliation Officer: R. Trépanier) (L.G., June, p. 684).

2. Newfoundland Employers' Association Limited (coal and salt boats), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (L.G., June, p. 684).

3. Newfoundland Employers' Association Limited (general cargo operators), St. John's, Nfld., and Longshoremen's Protective Union (Conciliation Officer: W. L. Taylor) (L.G., June, p. 684).

4. Trans-Canada Air Lines and Trans-Canada Airlines Division, Commercial Telegraphers' Union (Conciliation Officer: H. R. Pettigrove) (L.G., Aug., p. 1025).

### Conciliation Boards Appointed

1. Empire Stevedoring Company Limited, Louis Wolfe and Sons (Vancouver) Limited; Canada Stevedoring Company Limited; Victoria-Vancouver Stevedoring Company Limited; Western Stevedoring Company (1951) Limited; and International Longshoremen's and Warehousemen's Union, Local 507 (Conciliation Officer: G. R. Currie) (L.G., Aug., p. 1025).

2. Eastern Canada Stevedoring Company Limited, Halifax, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier) (L.G., Aug., p. 1025).

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in June to deal with matters in dispute between the Railway Express Agency Inc., New York, U.S.A., and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Aug., p. 1025) was fully constituted in July with the appointment of the Hon. Mr. Justice Paul E. Côté, Montreal, as Chairman. Mr. Justice Côté was appointed by the Minister in the absence of a joint recommendation from the other two members, T. P. Slattery, QC, and Dr. J. Weldon, both of Montreal, who were previously appointed on the nomination of the company and the union respectively.

2. The Board of Conciliation and Investigation established in July to deal with matters in dispute between the Empire Stevedoring Company Limited; Louis Wolfe and Sons (Vancouver) Limited; Canada Stevedoring Company Limited; Western Stevedoring Company (1951) Limited; Victoria-Vancouver Stevedoring Company Limited and International Longshoremen's and Warehousemen's, Union Local 507 (see above), was fully constituted in July with the appointment of F. E. Harrison as Chairman. Mr. Harrison was

appointed by the Minister on the joint recommendation of the other two members, C. G. Robson and George Home, nominees of the employers and union respectively.

### Reports Received during Month

1. Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., and Seafarers' International Union of North America, Canadian District (L.G., April, p. 415). The text of the report is reproduced below.

2. Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., and National Association of Marine Engineers Inc. (Great Lakes and Eastern District) (L.G., May, p. 541). The text of the report is reproduced below.

3. Canadian National Railways and Brotherhood of Railroad Trainmen (1) Yardmasters and assistant yardmasters, Atlantic, Central and Western Regions, except yardmasters on former government railways South of the St. Lawrence River; (2) Yardmasters, former Canadian government railways South of St. Lawrence River,

yard foremen, helpers and switchtenders, Atlantic and Central Regions combined yard service; (3) Conductors, assistant conductors, train baggagemen, and trainmen, Atlantic and Central Regions; (4) Express messengers on Newfoundland Division, Atlantic Region; (5) Conductors, Western Region; (6) Baggage men, flagmen and trainmen, Western Region; (7) Freight handlers LCL service, Western Region; (8) Yard foremen, helpers and switchtenders, Western Region (L.G., July, p. 855). The text of the report is reproduced below.

### Settlement Following Board Procedure

1. The Nova Scotian Hotel, Halifax (Canadian National Hotels Limited), and Local 662, Hotel and Restaurant Employees and Bartenders International Union (L.G., Jan., p. 77).

### Settlement Following Strike Action

1. Kawartha Broadcasting Company Limited (Radio Station CHEX) Peterborough, Ont., and National Association of Broadcast Employees and Technicians (L.G., July 1955, p. 824).

## Report of Board in Dispute between

### Quebec Paper Sales and Transportation Company Limited and Seafarers' International Union of North America

The Conciliation Board appointed to hear the above dispute has now completed its investigation and has the honour to make the following report:—

The Board was composed of the Hon. Mr. Justice Paul E. Côté, Montreal, as chairman, Mr. Marcel Bélanger CA, Quebec, Company nominee, and Mr. Louis Laberge, Montreal, Union nominee.

The formal instrument establishing the Board was received by the chairman, April 6, 1956. In consultation with the other two members of the Board, the first sitting was called for April 13. This meeting had to be postponed for reasons which successively interfered with the availability of each of the members of the Board as well as representatives from both parties. It was only on May 23 that this first meeting could be held.

The Union's demands were identical to those submitted recently to the Association of Lake Carriers. They were based on the then current Canada Steamship Lines Limited (Sept. 29, 1953) agreement with some important amendments thereto.

As soon as an agreement was reached with the Association of Lake Carriers, the Union herein revised its demands to substitute therefor the terms of its agreement with the said association. The Board

During July, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., and the Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of the Hon. Mr. Justice Paul E. Côté, Superior Court of the Province of Quebec, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Marcel Bélanger, CA, Quebec City, and Louis Laberge, Montreal, nominees of the Company and Union respectively.

The Report of the Board was signed by all three members of the Board, with Mr. Bélanger submitting some dissenting recommendations.

The text of the report is reproduced here.



had thereafter to await until June 20 to obtain from the Union the formal text of its revised demands.

The Board is in agreement with and does recommend the following items of said revised demands:—

*Preamble:* agreed, provided it is redrafted to make it clear that the Company operates in coasting and international voyages.

1. General purpose of agreement: agreed.

2. Recognition: agreed.

4. Grievance procedure: agreed subject to the redraft of subsections (e) and (f) to read as follows:

The ship's delegate shall thereupon present the grievance to the Master of the Vessel with a written statement of the grievance and the Master shall thereupon make every effort to achieve a settlement.

5. Arbitration: agreed subject to the joining together of subsections (e) and (f) for clarification purposes.

6. Union Officers boarding vessels: agreed, subject to a proper adaptation of the ports reference therein.

7. Seniority and promotions: agreed.

8. Vacation pay: agreed provided the words "during the normal navigation season" be inserted after the words "aboard ship" in subsection (a) thereof.

9. General and emergency duties: agreed.

10. Statutory Holidays: agreed with the following reservations: New Year's Day and Christmas Day are two holidays which do not presently fall within the navigation season of the Company the Union might be well advised to consult with the Company in considering the substitution of some of the other listed holidays for holidays which are more generally observed in the region where this concern operates.

11. Cleanliness of quarters: agreed.

12. Other conveniences: agreed.

13. Meals, coffee time and lunches: agreed.

14. Transportation: agreed.

15. Room and meal allowance: agreed.

16. Safety: agreed.

17. Tank cleaning: agreed in so far as it may be applicable.

21. Longshore work by the crew: agreed.

22. Steward's department: to be struck out, as the operation of the Company's boats does not require a steward's department; the crew members assume these functions among themselves.

23. Interruption of work: agreed.

24. Government laws and regulations: agreed.

25. Welfare plan: agreed.

26. Duration: agreed.

The Union security proposal (Section 3 of the Great Lakes agreement) lent itself to a certain amount of discussion during the Board's proceedings. The union is pressing for the incorporation of that clause without any amendment. The Company insists on retaining its freedom of action in the choice of its crews, while, on the other hand, it is willing to adhere to the union shop principle in as much as it would apply to new personnel only. The majority opinion of the Board is that the Union's demands are well founded and should be incorporated in the contract with the following amendments thereto: in subsection (g) insert the words "when requested" after the words "in obtaining" in the second line thereof; subsection (h) to be deleted; in subsection (i) the words "and the Company" to be added after the words "with the Union" in the third line thereof. It is felt however that the divergence between the parties is of minor importance and that, if there is but a very limited number of non-members now at the Company's employ, a satisfactory solution can be arrived at through direct negotiation. (Mr. Bélanger dissenting in part.)

The remaining three items in dispute raised issues of much greater significance, namely: Sections 18, 19 and 20 of the key agreement: schedule of monthly wages; hours of work; overtime and overtime payments.

On these remaining issues, the members of the Board have not been successful in reconciling their diverging opinions.

The Company's and the Union's nominees would have been prepared, in the opinion of the Chairman, to grant concessions to achieve a unanimous report of the Board. But under the circumstances, their final stand being too far apart, they felt that they should now adopt the following views:

The Union's nominee advocates the adoption of the provisions covering these three items in the Great Lakes agreement to be effective as of November 10, 1955, date of certification of the Union. The Company's nominee recommends a monthly wage increase of \$57.50 retroactive to the beginning of the 1956 season and an additional 5-per-cent increase for the 1957 season.

In the formulation of his recommendations, the Chairman has considered the following factors:

—The Company's transport operations are two-fold: the transport on four boats of pulpwood from Sault-au-Mouton and Bersimis to its mill in Donnacona, and the delivery of newsprint to New York on the remaining three boats operating through the Chambly Canal and Lake Champlain.

—In the case of the pulpwood, only 20 per cent of the production is drawn from the above source of supply as the major part thereof is floated down the St. James River to Donnacona. The average net cost per cord of pulpwood shipped from Bersimis and Sault-au-Mouton has been \$7.08 to the parent company over the past year. This contrasts with the official rates of "The St. Lawrence Boat Owners Association Inc." for transport of pulpwood by schooners, to wit: \$4.20 and \$4.70 per cord from Sault-au-Mouton and Bersimis respectively.

—In the case of newsprint deliveries a smaller proportion yet is delivered by water while the rest is shipped by rail. In this connection, uncontradicted evidence has shown the Board that the rail freight cost to the parent company has averaged \$14.49 per ton over the last year (the 1956 freight rate being \$15.20), while the average cost for water transport has been \$14.78.

—The Union stressed the importance of the Great Lakes agreement for the determination of the standards of working conditions and wage rates in this type of industry. It referred the Board to smaller companies which had adhered to the standards set by the Great Lakes agreement such as Holden Sand and Gravel Limited, Mohawk Beaconsfield Sincennes McNaughton, St. Charles Transportation Company, and Abitibi Paper Company Limited. The Union insists on the fact that Quebec Paper Sales and Transportation Co., being a parallel industry, must submit to the same standards.

From the evidence which has been submitted to the Board, the demands of the Union would increase the parent company's costs as follows: pulpwood, from \$7.08 to approximately \$10 per cord; newsprint, from \$14.78 to approximately \$22 per ton. In the opinion of the Board, these substantial increases must be appreciated, in their consequences, by recalling that roughly 80 per cent of the parent company's transport has been done for a great many years by means other than water shipping. Should the Company be confronted with the obligation of meeting the Union's demands on these basic issues, it has become apparent in the Board's estimation (Mr. Laberge dissenting), that the parent company would have an impelling interest in discontinuing its boat operations and relying exclusively on its other source of pulpwood supply on the one hand, and on the rail transport for its newsprint production. In such an eventuality, it is recognized that the crews of these boats, which are now drawn from small villages adjoining the Company's terminal ports, would find themselves with

a very serious problem of re-employment. This is the fundamental difference that exists with the operations of the companies which have subscribed the Great Lakes agreement.

It is however the opinion of the Board that the Company's latest offer is predicated upon no substantial change and improvement of its policy of administration of these seven boats. It is felt that it could be further increased and that these new conditions coupled with new devices of operation would still leave with the parent company enough incentive and interest to maintain the operation of these boats. (Mr. Bélanger dissenting.)

The Chairman for his part therefore recommends that a general increase of \$75 per month be granted to the unlicensed personnel for the current season and an additional 10-per-cent increase for the 1957 season, on the basis of a seven days eight hours per day work week and that an overtime premium pay of 42 cents per hour be accorded each man for work performed beyond the regular time.

And we have signed this 13th day of July 1956.

(Sgd.) PAUL E. CÔTÉ,  
*Chairman.*

(Sgd.) LOUIS LABERGE,  
*Member.*

(Sgd.) MARCEL BÉLANGER,  
*Member.*

## DISSENTING RECOMMENDATIONS

As mentioned in our report dated July 13, 1956, it was found impossible to agree upon a unanimous recommendation on all the points submitted to us. The subjects on which we are not agreed are the following:

A—Union security and employment;

B—Economic matters (wages, hours of work and overtime).

On these points, even though my dissent is set forth in the general report, I should like to make a few brief remarks by way of explaining the position I have taken.

### A—Union Security and Employment

On the question of union security and employment, my colleagues recommend, under reserve of a few minor corrections, Clause 3 of the contract concluded between the Seafarers' International Union and the owners of vessels operating on the Great Lakes. Personally, I do not believe that this clause can be applied to advantage in the case of a company such as the Quebec Paper Sales and Transportation Company Limited.

(a) *Union Security*: As far as union security is concerned, Clause 3 stipulates that all employees must, within 30 days of employment, become members of the Union or, failing this, to pay the union dues on pain of expulsion. For its part, the Company has offered an imperfect union shop clause. It is my opinion that the degree of union security ought to depend in large measure upon the *particular circumstances* in which the parties find themselves.

In the case under study one ought, I believe, take into account the fact that the parties are negotiating their first collective agreement. I do not see why the Company should accord one of the most advanced forms of union security to a union with whom it has had no previous experience. Such a formula might be very suitable for parties who have been dealing with each other for years but it is not, in my opinion, reasonable to want to apply it to a first collective agreement.

In the second place, the formula demanded by the union and recommended by my colleagues is much more advanced than those at present encountered in the economic region of Quebec. The imperfect union shop formula, proposed by the Company, in an earnest effort at conciliation, is already more advanced than those generally in force in the Province of Quebec and at the mill of Donnacona Paper Company Limited, parent company of the employer concerned.

Thirdly, the attorney for the employer has submitted, I believe rightly, that the degree of union security demanded would constitute a serious threat to the liberty of employer and employee alike and would become a species of indirect taxation levied upon the employee who does not desire, for personal reasons, to belong to the union.

Lastly, I have always believed, and stated on numerous occasions in former conciliation reports, that a formula of union security ought to be the fruit of a bipartite agreement resulting from direct negotiation. I would never think it my place to urge upon one party the acceptance of one formula rather than another. Personally, I find the formula proposed by the Company very generous in the circumstances.

(b) *Employment*: Concerning employment, my colleagues have accepted the Union demand, to wit that the hiring of employees be done through the office of the Union or through the seamen's section of the National Employment Service. In other words, the Company could no longer

hire crews itself but would have to act through either the union or the National Employment Service.

I readily admit that this is current practice in this type of industry and that several companies are satisfied with the system. I have however great doubts as to its efficiency in the case under consideration.

In the first place, the crews of this company's ships are recruited in Donnacona and vicinity. They form on each ship a sort of small family, often consisting of father, mother (functioning as cook), son or other relatives. These persons are generally recommended by the captain himself and hired at once. They are well-known to one another and by that fact itself life on board is rendered more agreeable. With the proposed system this family life would likely be disrupted to the detriment of the employees themselves.

During the investigation it was brought to our attention that there were ways and means, for the Company, under the proposed system, to hire employees of its own choice by having the candidates make application to the National Employment Service. Then the Company would request National Employment Service to send them Mr. X or Mr. Y who had made application. Frankly, I do not see any need for such a complication when it is actually so simple a thing for the Company to hire directly whom it chooses. Again, it should not be overlooked that the National Employment Service has no office at Donnacona, the nearest office being located at Quebec. I well understand the desire of the Union to negotiate uniform contracts throughout Canada, but I wonder if a too great uniformity might not be likely to bring about complications difficult to justify.

In consequence of the foregoing, I recommend that paragraphs (a), (b), (c), and (d) of Section 3 be replaced by the following:

### 3—*Union Security and Management Rights*

It is agreed that when it is necessary to engage personnel who have not been previously employed by the Company, they will be required to become members of the Union to which they are eligible, and maintain such membership in good standing throughout the term of the Agreement.

Personnel who have been previously employed by the Company and are now members of the Union, are required as a condition of employment to maintain such membership.

The above provisions do not alter in any way the right of management to engage any person deemed fit to work on any of the Company's ships.



B—*Matters Economic (Wages, Hours of Work and Overtime)*

As explained in our report of July 13, the operations of the Company consist of transporting newsprint from Donnacona to New York by the Chambly Canal route and pulpwood from the region of Bersimis to Donnacona. The vessels utilized, because of physical conditions beyond the Company's control (shallow water at the Donnacona wharf and in the Chambly Canal zone), are exceedingly small, resembling in every way (crew, tonnage and motive power) the goelettes (schooners) that ply the St. Lawrence.

The crew on each of the Company's vessels consists of seven members: captain, mate, two seamen, two engineers and one cook. Very often, as stated above, a crew comprises for the most part members of a single family. It has even been brought to our attention that about 80 per cent of the crew members are related to each other one way or another.

The tonnage of Company vessels ranges from 195 to 256 registered tons, while the motive power for each vessel varies from 200 to 440 h.p., being the equivalent to that of an automobile:

Again as in the case of the goelettes, the crews on Company vessels split in two between them the duties of navigation. In other words, if a voyage lasts 50 hours, the two seamen and the two engineers as well as the captain and the mate work each 25 hours. The Company has produced records of voyages showing that the vessels are normally tied up for about 50 per cent of the total available monthly hours for reasons of loading and unloading of cargoes, waiting for tides as well as weekend lost time. The crew, with the exception of watchmen, are at liberty during the tie-up periods.

All those in the know as to navigation on the Great Lakes are aware that the tonnage of vessels there is from 10 to 100 times greater than that of the vessels we are concerned with. The crews are also greater, but in a smaller proportion.

The gist of the present conflict is that the Union would apply to Company vessels the same standards as those existing for Great Lakes vessels. For instance, they call for the establishment of three crews instead of two, even in spite of the fact that there is no room aboard the vessels in question for three crews. In the case of the vessels sailing to New York, it is even physically impossible to create the required space, because of the height of the bridges under which these vessels have to

pass. As to the vessels sailing to Bersimis, it would be physically possible to provide the necessary space for three crews but at a cost economically impossible to envisage.

In the face of these difficulties, it was suggested by the Union that the Company keep to its system of two crews but that it pay its employees overtime after eight hours of work in any single day. Such a proposal would raise the salary of a seaman to about \$475 a month, whereas at present it hardly exceeds \$100 on the goelettes. I understand very well the desire of the Union to realize a certain uniformity across the country, but I wonder if a too great insistence on achieving this purpose would not run the risk of drawing one into situations that would be impractical. Everyone knows that wages and conditions of work vary not only from one industry or region to another, but also between establishments in the same industry. That is a fact acknowledged in the world of industry, and I find very strange the fact that the Union dared not deviate by a hair's breadth from the conditions existing on the Great Lakes. I readily admit that to acquiesce in different conditions in the case of the employees of the Quebec Paper Sales and Transportation Co. Ltd. might create certain difficulties for the Union, but the fact must not be overlooked that we have to study the lot of the Quebec Paper Sales & Transportation Co. Ltd. as well as that of *its own employees*.

For its part the Company, in a very praiseworthy effort to reach an understanding, offered before our conciliation board an increase of \$57.50 a month for the 1956 navigation season and an additional amount of 5 per cent for 1957. In the case of a seaman, this is equivalent to an increase of 35 per cent, compared with an increase of 16 per cent on the Great Lakes. With the rates proposed by the Company, a seaman would receive \$220.14 per month, in addition to being boarded free of charge. This wage conforms very well to the wages paid in the Quebec metropolitan district, where the average was \$52.41 at February 1, 1956 (LABOUR GAZETTE, May 1956). I find this wage more than reasonable when I consider the fact that the age of seamen in the employ of the Company varies from 16 to 25 years and that the occupation necessitates no apprenticeship or particular competence.

The last paragraph but two of the report of our conciliation board explains very well the situation in which the Company finds itself from the operations point of view.

The Chairman took it greatly into account in his recommendations. Indeed, he suggests for seamen a monthly wage of \$237.64 plus an allowance for overtime worked, the present system of two crews to be continued. His recommendations certainly represents a long step towards the solution of the problem with which we are concerned.

With the wages it pays at present the Company hardly succeeds in competition with the railway in the transport of paper while its cost for the transport of pulpwood is much higher than that of the goelettes. How then, can it even meet the suggestions of the Chairman? The latter mentions, in the last paragraph but one of the report of the Conciliation Board, that the Company could appreciably improve its opera-

tions to the end of permitting the increase in wages he suggests, without unduly heightening the cost of operations. As to myself, I cannot share his optimism. The principal factors bearing upon the efficiency of the Company's operations (capacity and speed of the vessels) seem to me to be totally beyond the control of the Company. Consequently, I find that the Company has already shown itself more than generous in its proposals, and for the reasons mentioned above, it is impossible for me to go beyond these offers in making my recommendations.

In testimony whereof, I have signed at Quebec this 18th day of July 1956.

(Sgd.) MARCEL BÉLANGER, CA,  
Member.

## Report of Board in Dispute Between Quebec Paper Sales and Transportation Company Limited and National Association of Marine Engineers of Canada Inc.

The parties to this dispute have agreed at a meeting held on April 4, 1956, with the conciliation officer, to submit matters in dispute between them to this Board of Conciliation established to deal with a dispute between the same company and the Seafarers' International Union of North America, Canadian District, and composed of the Hon. Mr. Justice Paul E. Côté, Montreal, as Chairman, Mr. Louis Leberge, Montreal, Union nominee, and Mr. Marcel Bélanger, CA, Quebec, Company nominee.

The Board met with the parties in dispute on May 23 in Quebec City and on June 4 and July 13 in Montreal. On the same days the Board members held

deliberation meetings to review and discuss the matters submitted to them at the public meetings.

In the course of its investigation the Board has come to the conclusion that the nature of the company's operations did not warrant the signing of separate contracts for the Seafarers' International Union and the National Association of Marine Engineers. As for the Union, it indicated its willingness to subscribe the same terms of agreement as would the Seafarers' International Union provided that the proper references be made in the said agreement.

The Board also wishes to emphasize that the Union's demands being identical to those it submitted recently to the Association of Lake Carriers, many items therein became meaningless in this present instance as they referred to a chief engineer while the Union's certification did include in the bargaining unit the higher ranking engineer who serves on each of the Company's boats in the same capacity as a chief engineer.

In view of the above considerations the Board is of the opinion that its recommendations of July 13, 1956 in a report dealing with the demands of the Company's unlicensed personnel should apply *mutatis mutandis* to the engineer subject to the following variations: the Company nominee would recommend instead of a \$57.50 monthly increase, that the revised wages of the first and second engineers be calculated

During July, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., and the National Association of Marine Engineers of Canada Inc. (Great Lakes and Eastern District).

The Board was under the chairmanship of the Hon. Mr. Justice Paul E. Côté, Superior Court of the Province of Quebec, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Marcel Bélanger, CA, Quebec City, and Louis Leberge, Montreal, nominees of the Company and Union respectively.

The text of the report is reproduced here.

on the basis of 166 $\frac{3}{4}$  and 133 $\frac{1}{4}$  per cent respectively of those which he has recommended to be set for the deckhands; the Union nominee would recommend that the said wages be those provided for in Section 8 of the agreement concluded in June between the members of the Association of Lake Carriers and the National Association of Marine Engineers; the Chairman estimates that his recommendation on the wage issue of the unlicensed personnel should

apply to the engineers with the exception of the overtime premium rate, which should be 62 cents per extra hour of work.

The whole respectfully submitted.

(Sgd.) PAUL E. CÔTÉ,  
Chairman.

(Sgd.) MARCEL BÉLANGER,  
Member.

(Sgd.) LOUIS LABERGE,  
Member.

Montreal, this July 24, 1956.

## Report of Board in Dispute Between

Canadian National Railways

and

Brotherhood of Railroad Trainmen

Your Conciliation Board appointed in the above matter, consisting of His Honour Judge J. C. Anderson, Belleville, Ont.; the Hon. Senator A. W. Roebuck, QC, Toronto; and J. Brendan O'Connor, Barrister, Montreal, met at the City of Belleville on the 9th day of June 1956, to arrange the order of hearing and the sittings of the Board, and following this meeting, your Board met the parties at the City of Montreal on July 9, 10 and 11, and again in the City of Ottawa on July 17, 18 and 19. At these sittings, the evidence, the full submissions and the arguments of the parties were heard dealing with all matters in dispute which were referred to the Board. In addition, the Board met the parties in further sessions at Ottawa on July 20 and 24.

The parties were respectively represented as follows:—

### *For the Company:*

D. V. Gonder, Assistant Vice-President (Operation).

F. E. Jones, Personnel Department.

J. A. Belford, Personnel Department.

T. A. Johnstone, Personnel Department.

E. K. House, Operating Department.

W. Ives, Statistician.

H. Tolan, Analyst.

### *For the Brotherhood:*

A. J. Kelly, Chairman.

L. C. Malone, Vice-Chairman.

D. Paltiel, Statistician.

C. W. Stanley, Statistician.

R. Bailey, Assistant Statistician.

P. S. Rody, General Chairman.

T. D. McLaughlin, General Chairman.

G. S. Gale, General Chairman.

C. E. McClelland, General Chairman.

Your Board, having carefully weighed the evidence and submissions of the parties, now unanimously recommends as follows:—

The contract between the parties which terminated on the thirty-first day of March, 1956, be renewed for a term of twenty-six

During July, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Railways (1) Yardmasters and assistant yardmasters, Atlantic, Central and Western Regions, except yardmasters on former Government railways south of the St. Lawrence River; (2) Yardmasters, former Canadian Government railways south of St. Lawrence River, yard foremen, helpers and switchtenders, Atlantic and Central Regions combined yard service; (3) Conductors, assistant conductors, train baggagemen and trainmen, Atlantic and Central Regions; (4) Express messengers on Newfoundland Division, Atlantic Region; (5) Conductors, Western Region; (6) Baggage men, flagmen and trainmen, Western Region; (7) Freight Handlers LCL service, Western Region; (8) Yard foremen, helpers and switchtenders, Western Region, and the Brotherhood of Railroad Trainmen.

The Board was under the chairmanship of His Honour Judge J. C. Anderson, Belleville, Ont., who was appointed by the Minister in the absence of a joint recommendation from the other two members J. Brendan O'Connor, Montreal, and the Hon. A. W. Roebuck, QC, Toronto, nominees of the company and union respectively.

The text of the unanimous report is reproduced here.



months, to expire on the thirty-first day of May 1958, subject to the following amendments—

(1) All wage rates, applicable to miles, hours, overtime, arbitraries and special allowances, be increased by 7 per cent effective April 1, 1956, and by a further 5 per cent effective June 1, 1957, both increases on rates in effect on March 31, 1956; provided, however, that \$4.25 per month per employee, included in these increases subsequent to January 1, 1957, be in lieu of health and welfare benefits.

(2) Effective September 1, 1956, basic rates in all train service, other than passenger, be increased according to the maximum number of cars, including caboose, hauled in trains at any one time on a road trip anywhere between initial starting point and point of final release as follows:

81-100 cars, 20 cents per day, adding 20 cents for each additional block of 20 cars or portion thereof.

(3) Effective September 1, 1956, assignments operating on a turnaround basis, having radius not exceeding 20 miles, be classified and assigned as Road Switcher Service; rate of pay for trainmen assigned to such service to be \$2 above the basic daily rate for way freight service.

Trainmen assigned to Road Switcher Service may be run in and out and through their regular assigned terminals, without regard for rules defining completion of trips; time to be computed continuously from time required to report for duty until released from duty at home terminal, subject to basic day and overtime provisions applicable to freight service.

(4) Effective September 1, 1956, payment of overtime rates be made on the Atlantic and Central Regions when terminal delay plus road time extends into overtime.

(5) Effective January 1, 1957, 6 per cent be added to vacation rates applicable to road service.

(6) Effective January 1, 1957, employees in all classes of yard service, excluding monthly-rated yardmasters and assistants on Central and Western Regions, who are not required to work on the following statutory holidays, namely, New Year's Day, Good Friday, Dominion (Canada) Day, Labour Day, Thanksgiving Day, and Christmas Day (provided that when any of the above holidays fall on Sunday, the day substituted by the Federal Government shall be observed) receive eight hours straight time for these six holidays; employees required to work on such holidays receive, in addition, pay for work performed; the above provisions not to apply when statutory holidays fall on assigned rest days or vacation days.

(7) Effective September 1, 1956, the restrictions of Article 7 Rule (c) of the Atlantic and Central Regions Agreement do not apply to Trains 51 and 52 running between Moncton and Edmundston.

(8) Effective September 1, 1956, the figures referring to mileage of trips in Article 9 Rule (c) of the Atlantic and Central Regions Agreement be altered to 120 and 30 respectively.

It is your Board's sincere hope that the recommendations above set forth will be accepted by the parties and be implemented by the execution of an agreement expressed in appropriate language.

All of which is respectfully submitted.

(Sgd.) J. C. ANDERSON,  
*Chairman.*

(Sgd.) A. W. ROEBUCK,  
*Member.*

(Sgd.) J. BRENDAN O'CONNOR,  
*Member.*

Dated at Ottawa this 26th day of July, 1956.

---

## 1955 Wage Increases in N.Y. State Averaged 7.3 Cents

The average wage increase negotiated in collective agreements reached in New York state in 1955 was 7.3 cents an hour—1.4 cents higher than in 1954, according to the N.Y. State Department of Labor.

The median general increase became larger in each successive quarter of the year, as the following figures show: January to March 5.9 cents, April to June 7.1, July to September 8.2, and October to December 8.5 cents an hour.

Wage increases by industry ranged from 5 cents for employees in apparel manufacturing to 12 cents for construction workers. In manufacturing the average raise in 12 of the 14 selected industries was between 5 and 8 cents an hour. In transportation, communication and other utilities, increases averaged 9 cents an hour; in the services industries, 8.3 cents an hour; and in wholesale and retail trade, 7.3 cents.

# Collective Agreements

## Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, Orders in Council during June and July made obligatory a number of changes in wages, hours, statutory holidays, etc.

In the building materials industry in the province, a new schedule applying to the marble industry increases wages for all trades concerned in both Zones 1 and 2 by 5 cents to 15 cents per hour. Hours remain unchanged at 40 per week for marble cutters and 45 for other trades in Zone 1, and at 44 per week for marble cutters, 55 for other trades in Zone 2. Similar increases were given in the granite industry, which is covered by the same decree.

In the construction industry at Rimouski, an amendment to the decree increases wage rates by 6 cents per hour for all three zones covered by the decree. Rate for bricklayers now stand at \$1.56, \$1.51, and \$1.41 for Zones 1, 2 and 3 respectively; for carpenters, electricians, and plumbers, \$1.46 in Zone 1, \$1.41 in Zone 2 and \$1.31 in Zone 3. Further increases of 2 cents per hour effective November 1, 1956, and 2 cents effective May 1, 1957, were also pro-

vided for. Hours of work remain unchanged at 50 per week.

In the construction industry in the Chicoutimi district, an amendment to the decree increases wages by 10 cents per hour for all classes in Zone 1A, which is the counties of Abitibi East, Abitibi West and Rouyn-Noranda. Wages and other conditions in other zones remain unchanged.

In the counties of Drummond, Arthabaska, and Nicolet, the decree covering the construction industry has been amended to provide for an increase of 5 cents per hour both in Zone 1 and Zone 2. The present rate for bricklayers in Zones 1 and 2 are \$1.65 and \$1.60 per hour respectively; carpenters, \$1.45 and \$1.40, and labourers, \$1.05 and \$1 per hour.

In the construction industry in the Montreal district, an amendment to the decree relating to refrigeration industry provides for an increase in wage rates of 10 cents per hour for journeymen mechanics and junior mechanics, their present rates being \$2 and \$1.80 per hour respectively. An additional holiday is now observed. Other provisions such as hours and vacations remain unchanged.

---

## Industrial Standards Act, Ontario

During June and July 1956, two new schedules, one for the ladies' cloak and suit industry, for the province, and the other for the electrical repair and construction industry at Chatham, were made binding under the Industrial Standards Act.

Throughout the province, a new schedule for the ladies' cloak and suit industry increases minimum wage rates for all classes by 24 to 34 cents per hour, and overtime

rates by 21 to 51 cents per hour. Other provisions of the schedule remain unchanged.

In the Chatham zone, a first schedule covering the electrical repair and construction industry, establishes a 40-hour week; wage rates of \$2.35 per hour for day shift, \$3.52½ for night shift; double time for overtime and work on Saturdays, Sundays and eight statutory holidays.

---

## 10 to 12-Cent Increases Common in 1956 Agreements in U.S.

Surveys of collective agreements negotiated in the United States, conducted by the Bureau of National Affairs, Inc., show that of agreements entered into during the first half of 1956, 29 per cent provided for wage increases of from 10 to 12 cents an hour, and 13 per cent gave increases of from 13 to 15 cents an hour.

The corresponding percentages for the whole of 1955 were 18 and 8 respectively. On the other hand, while 34 per cent of the agreements last year gave increases ranging from 4 to 6 cents, during the first half of this year the percentage which provided for increases of that order was only 20. The percentage of agreements which gave increases of from 7 to 9 cents was the same for both periods: 25.

# Labour Law

## Labour Legislation in Manitoba, 1956

Law requiring equal pay for male and female employees enacted, special legislation for collective bargaining for teachers passed, workmen's compensation benefits raised, amendments made to annual holidays Act

At the 1956 session of the Manitoba Legislature, which sat from January 31 to April 23, an Equal Pay Act was passed requiring that men and women workers be paid wages on the same scale if they do substantially identical work in the same establishment. A new section was added to the Public Schools Act providing for collective bargaining between teachers and boards of school trustees and the Labour Relations Act was amended to remove these groups from its coverage. If a teachers' society and a board of trustees are not able to negotiate an agreement, the points at issue are to be settled by arbitration.

The Select Standing Committee on Industrial Relations, which has been considering the need for revision of several Manitoba labour laws, reported in respect to recommended changes in the Workmen's Compensation Act. Benefits were increased as recommended by the Committee, both the ceiling on earnings and the percentage of earnings which may be taken into account in computing compensation being raised and other changes made. The Committee is carrying on its inquiry during the summer and is expected to report on the other legislation before the next session.

Also amended were the Vacations with Pay Act, the Fair Employment Practices Act, the Fire Departments Arbitration Act, the Operating Engineers and Firemen Act, the Elevator and Hoist Act and the Electrician's Licence Act.

### Equal Pay

The Equal Pay Act, which went into force on July 1, forbids an employer to discriminate between his male and female employees by paying to the employees of one sex wages on a scale different from that on which wages are paid to employees of the other sex working in the same establishment if the work required of, and done by, the employees of each sex is identical or substantially identical. "Establishment" is defined as a place of business or a place where an undertaking or a part of an

undertaking is carried on. A difference between the scale of wages of a male and female employee based on length of service or seniority, location or geographical area of employment, performance, capacity or any factor other than sex is not to be considered a breach of the Act.

Four other provinces have equal pay laws: Ontario, Saskatchewan, British Columbia and Nova Scotia. The Manitoba Act, however, makes its equal pay provision applicable to both men and women while the other provincial Acts relate only to pay discrimination against women. In other respects the Acts are broadly similar, but provision designed to encourage employees to seek their rights under the Act expeditiously, provision for court action for wages due as an alternative to laying a complaint with the Department of Labour, and certain provisions affecting the parties to collective agreements are new features of the Manitoba Act. As in Saskatchewan, Her Majesty is bound by the Act.

As introduced, the Bill forbade an employer to require an employee to accept, and no employee was permitted to accept, wages paid on a scale prohibited by the Act. This section was changed by the Industrial Relations Committee to provide that the acceptance by an employee of wages on a scale contrary to the Act is not a defence for the employer in an action by the employee to recover wages on a different scale nor is it a bar to the laying of a complaint under the Act nor a defence in a prosecution under the Act if the employee within 30 days of receiving her first pay at the unlawful rate after July 1, the date of coming into force of the Act, personally or by registered mail lodges a complaint with the Minister of Labour.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



The effect of this provision would seem to be that a complaint need not be investigated by the Department if the complainant has accepted wages at the rate concerning which she is complaining and has not within the allotted 30 days indicated to the Department that she believes the wages paid her were contrary to the Act. In respect to an action for wages or a prosecution in court, lodging a complaint with the Minister within the prescribed period would ensure that acceptance by the employee of wages on a scale contrary to the Act is not a defence for the employer. If the employee has not registered her objection to the wage rate with the Minister, it would seem to be left to the discretion of the magistrate to decide what weight ought to be given to the fact that the wages were accepted.

The complaint procedure is largely the same as under other provincial Equal Pay Acts. A complaint in writing by the aggrieved employee is sent by registered mail to the Director, the officer of the Department designated to receive complaints. The Director is to appoint an officer of the Department or other person to inquire into the complaint, review the facts and report on them to the Minister, making any recommendations which he sees fit.

The Minister may then refer the matter to a "referee" ("commissioner" in the other provincial Acts), who may be an officer of the Department, for investigation with a view to settlement. The referee is to give the parties full opportunity to present evidence and make representations, and if he finds the complaint is supported by the evidence, he must recommend to the Minister the course that ought to be taken with respect to the complaint. The Minister is to furnish each party with a copy of the recommendations and may publish them, and he may issue whatever order he deems necessary to carry into effect the referee's recommendation.

If an employer fails to comply with such an order, the Minister or a person instructed by him to do so may lay an information before a magistrate that the employer has failed to comply with the Act. The Act specifies that the hearing of the charge by the magistrate will be a trial *de novo*; that is, the magistrate is to examine into the merits of the case. He may order the employer to pay the employee any wages found due. The penalties for offences, on summary conviction, are a maximum of \$100 for an individual and \$500 for a corporation or trade union.

An employer is forbidden to discriminate against a person for making a complaint or giving evidence or assisting in any proceeding under the Act.

The aggrieved person may elect to proceed directly in the courts by initiating an action before a court, judge or magistrate, without going through the proceedings described above. It is clearly stipulated, however, that the employee must choose which method she intends to adopt and cannot both make a complaint to the Director and initiate court proceedings. If a referee has been appointed and the Director is informed that proceedings have been initiated he must immediately notify the referee. The Nova Scotia Act passed this year has a somewhat similar provision, but the earlier Acts in Ontario, Saskatchewan and British Columbia relied entirely on the complaint procedure for enforcement.

The Act covers employers bound by collective agreements and prohibits an employer, a trade union or society acting as bargaining agent for employees from negotiating or entering into a collective agreement providing for scales of wages forbidden by the Act. The Act will not apply in respect of an agreement entered into before July 1, 1956, for the period of the agreement or for one year, whichever is shorter. Special provisions are laid down in the Manitoba Act respecting complaints against an employer bound by a collective agreement to which the Labour Relations Act or Part XVIII of the Public Schools Act applies. A complaint may not be made or an information laid against the employer bound by the agreement in respect of the scale of wages paid to an individual employee but only against the employer and trade union jointly for having entered into an agreement contrary to the Act. Such an offence is to be deemed to be an offence under the Labour Relations Act or Public Schools Act to which the penalties provided for in these Acts apply.

The Act provides for the remuneration of referees who are not officers of the Department from the Consolidated Fund at an amount to be fixed by the Minister together with such travelling and out-of-pocket expenses as are approved by the Comptroller General. Regulations may be made by the Lieutenant-Governor in Council for the proper administration of the Act.

## Industrial Relations

### Teachers

The most significant development in industrial relations was the transfer of collective bargaining for teachers from the

Labour Relations Act to the Public Schools Act. As a result of the new provisions, teachers may not resort to a strike as a final means of settling a dispute as other employees may under the Labour Relations Act but may refer disputes to arbitration boards whose decisions will be final and binding. The new legislation was the result of a joint brief presented to the Cabinet by the Manitoba School Trustees' Association and the Manitoba Teachers' Society, who asked that all teacher-board relations be put under the Department of Education "to ensure greater harmony and peace between teachers and trustees".

The Public Schools Act has therefore been amended by the addition of a Part XVIII on collective bargaining which will be administered by the Minister of Education. Conciliation officers, however, will be under the control and direction of the Minister of Labour. The amendment contains many general provisions similar to those in the Labour Relations Act, and some especially adapted to teaching. It safeguards the right of association; defines and prohibits unfair practices; sets out a procedure for certification of local societies as bargaining agents for teachers; requires school boards and teachers to bargain in good faith and to include in every agreement a provision for final settlement of differences; provides for the appointment of conciliation officers and arbitration boards if bargaining is unsuccessful; prohibits strikes and provides penalties for offences under the Act.

The new provisions apply to school districts and areas, to the Manitoba Teachers' Society and the Manitoba School Trustees' Association, and to teachers holding certificates or permits under the Act who are employed by the board of trustees of a district or area under a written contract in a prescribed form. They do not apply to school superintendents or to teachers employed by the provincial government, which is not bound by this part of the Act.

Because of conditions peculiar to the teaching profession some of the definitions have been modified so as not to conflict with other parts of the Act or with the Education Department Act. For the purpose of this Act, a "bargaining agent" means a local branch of the Manitoba Teachers' Society acting on behalf of the teachers employed by a district or area, the employer in this case. A collective agreement under this Act is one which deals with rates of pay and other terms and conditions of employment but, unlike an agreement under the Labour Relations Act, it does

not include provisions respecting hours of work, as school hours are fixed by the Minister of Education under the Act. A "dispute" is defined as

a controversy or difference or apprehended controversy or difference between an employer and one or more of the teachers employed by it or a bargaining agent acting on behalf of those teachers as to matters or things affecting or relating to terms or conditions of employment or work done or to be done by the employer or by the teacher or teachers, or as to privileges, rights and duties, of the employer or the teacher or teachers that are not specifically set out in this Act or the Education Department Act or in the regulations made under either of those Acts.

It does not include a controversy or difference arising out of the termination or threatened termination of the contract of a teacher by reason of alleged conduct unbecoming to a teacher.

The amendment makes provision for the establishment of a Collective Agreement Board with powers and duties similar to those of the Labour Relations Board. The Collective Agreement Board will be composed of the Deputy Minister of Education, who will be chairman, and six appointed members equally representing the trustees' association and the teachers' society. Except for the first appointees, the term of office will be three years with two members retiring each year. The retiring members, however, are eligible for re-appointment. The Lieutenant-Governor in Council may appoint a non-member to act as chairman in the absence of the Deputy Minister and like the chairman he may cast a vote in the event of a tie.

The Board will consider applications of local societies to represent teachers in collective bargaining and will decide whether a unit is appropriate for collective bargaining and whether an individual is properly classified as a teacher. After receiving representations from the interested parties and after examining records or holding a vote as it deems necessary, it may certify the local society if it is satisfied that a majority of the teachers in the unit are members in good standing. If the unit includes teachers employed by two or more employers the Board will not certify without the consent of all the employers. It will also refuse to certify a society which, in its opinion, is being influenced by the employer.

Recognizing both the Manitoba Teachers Society and the Manitoba School Trustees Association, the amendment declares the right of teachers and trustees to join these organizations and to form local branches

but at the same time it prohibits actions which in the Labour Relations Act are defined as unfair labour practices. An employer must not contribute financial support to a local society or interfere in any way with its administration. He may, however, permit a teacher to do business on behalf of a society during school hours without loss of hours or pay, provide free transportation to a representative of a society for the purpose of collective bargaining or allow a society to use school premises for its activities. An employer must not discriminate against a teacher with regard to employment because of membership in a society nor try to prevent a teacher from exercising his rights under the Act. Any form of intimidation with respect to membership is also prohibited.

Teachers, on the other hand, are prohibited from canvassing for membership during school hours except with the permission of the employer and no person may coerce a teacher with respect to membership in a local society. The amendment also provides that while a collective agreement may stipulate that a school board, when engaging staff, must consider only applicants with membership in the society or must give a preference to teachers who are members, a provision requiring an employer to discharge a teacher because of membership in or activity on behalf of another professional group is invalid.

Provision is made for the continuation of existing agreements under the Labour Relations Act. Upon application, the Board may recognize a bargaining agent whose certification was valid under the Labour Relations Act. A collective agreement in force when this amendment was passed will be continued until it expires or is superseded by an agreement under this Act. A certified bargaining agent that had not concluded an agreement may resume negotiations under conditions to be prescribed by the Collective Agreement Board.

A local society which replaces another local society as the bargaining agent for the teachers in a particular unit must abide by any valid collective agreement entered into by its predecessor. Upon giving the employer at least two months' notice, however, it may apply to the Board for permission to terminate the agreement, effective either December 31, or June 30, even though the term of the agreement has not expired.

In the event of a merger, a collective agreement is binding upon the larger area into which a school district is incorporated until it expires, when the certification will also be revoked. The certification may be

reinstated, however, if the unit has not been materially affected by the merger.

There is a specific provision in the Act that no teacher shall strike. If a bargaining agent and an employer or a local association fail to conclude an agreement, either party may apply to the Minister of Education to appoint a conciliation officer, submitting a statement of difficulties encountered. If the Minister is satisfied that both parties have made a reasonable effort to settle their differences he will appoint a conciliation officer whose services will be made available by the Minister of Labour. In the event that a conciliation officer fails to effect a settlement, the Minister of Education will appoint a three-man board of arbitration if he considers it necessary, or if requested by either of the contesting parties. The decision of the arbitration board will be binding upon the bargaining agent, the teachers in the unit, and the employer.

The employer and the local society will each nominate a member of their organization to represent them on the arbitration board. The nominees, however, must not be members of the branch involved in the dispute. The chairman will be selected by the other two arbitrators from a panel of chairmen. The panel is to be established by the Minister before August 1 each year and will consist of five to seven persons acceptable to the executives of both the teachers' society and the trustees' association.

If the arbitrators fail to choose a panel member within seven days of the mailing of the notices of appointment, they must advise the Minister, who will ask the Chief Justice of Manitoba to select a chairman.

After the Minister has appointed the arbitration board, he must furnish it with a statement of reference and notify the parties to the dispute. The statement of reference may be amended later.

The chairman of the arbitration board will fix the time for the sittings and must notify the Minister as well as the parties concerned. The chairman and one other member will constitute a quorum. The decision of the majority will prevail, but in the event of a tie the chairman has an additional casting vote.

In its proceedings, the arbitration board may summon witnesses and require them to give evidence under oath or produce documents it considers pertinent to the investigation. It may accept whatever evidence it considers advisable, whether admissible in a court of law or not, and may decide as to the weight to be given to the evidence adduced.



An arbitration board must make its award within 14 days after receipt of the statement of reference unless the parties have agreed upon a longer period or the Minister has granted an extension. Copies of the award must be forwarded to the interested parties and to the Minister, who may ask the board to reconsider its report or decide on new matter added to the statement of reference. In that case the board will have an additional 14 days to decide.

As under the Labour Relations Act, offences are punishable by fines on summary conviction. The fines imposed on an employer found guilty of discrimination or intimidation, of decreasing wages while an agreement is being negotiated or of interfering in any way with the affairs of a society, are the same as for comparable offences under the Labour Relations Act. For soliciting memberships during school hours without permission the fine is \$200 for an individual and \$500 for an organization or employer. Penalties are also provided for failure to comply with a lawful order of the Board or to carry out a provision of the Act.

The amendment authorizes the Lieutenant-Governor in Council to make regulations to carry out the provisions of this part of the Act. There is also a provision which states that transaction started by the Labour Relations Board will be continued by the Collective Agreement Board and that any regulation, order or decision made by or on behalf of that Board will be honoured, provided there is authority for such action in this part of the Act.

The amending Act came into force on July 1. On the same date an amendment to the Labour Relations Act removed teachers covered by these new provisions from the definition of employee in the Labour Relations Act.

### **Firemen**

By an amendment to the Fire Departments Arbitration Act, which grants to a certified union of municipal firemen the right to binding arbitration of a labour dispute in lieu of the right to strike, a municipality is permitted to vary the date for the giving of notice to commence collective bargaining.

In new sections enacted in 1955 it was provided that notice to bargain should be given not later than October 1 preceding the termination of an existing agreement, application for an arbitration board (where agreement could not be reached) should be made not later than January 5 of the

following year, and the arbitration award should be submitted to the Minister of Labour not later than February 28.

Now under a provision added at the 1956 session a municipal council desiring to fix a different date for the giving of notice may do so by by-law not later than July 31 in any year, and the date so fixed may be either earlier or later, but not more than three months later, than October 1. When a different date is set, the other time-limits are varied accordingly, keeping the same duration of time between the various dates as is provided for in the Act.

The amendments make it clear that, when a municipality varies the date of giving notice and hence the date of the appointment of an arbitration board, a collective agreement or award continues to take effect from the first day of the year in which the arbitration board is established.

### **Holidays with Pay**

Amendments were made to the Vacations with Pay Act, which provides for an annual holiday with pay of one week after a year's employment and two weeks after three years' service for most workers in the province.

The amendment provides that when a business is sold or merged with another, an employee who continues in the employment of the person who is thereafter the owner is, for the purpose of computing the vacation with pay to which he is entitled, to be deemed to have been continuously employed by the one employer. This provision for the carry-over of vacation rights where a business changes ownership is of particular importance in view of the provision in the Act for a two-week vacation after three years' employment.

Market gardening, which, along with ranching, is excluded from the Act, is now precisely and clearly defined to mean the cultivation of a tract of land principally for the production of seedlings and matured plants of table vegetables, but not landscape gardening or an operation of which the major products are flowering plants or ornamental shrubs or trees. The definition was added to remove uncertainty, since in a recent case the Manitoba Court of Queen's Bench quashed an order of the Manitoba Labour Board regarding the application of the Act to a Winnipeg nursery firm (L.G., Aug 1955, p. 957).

In the same case, the Court held that the wording of the Act ("where doubt arises respecting any matter to which this Act applies") restricted the Board to making orders *only* where the Act applied.

The Act did not apply to the individual in question, the Court stated, and hence the Board had no jurisdiction to determine any matter respecting the application of the Act to him. By an amendment changing the wording of the section to read "where doubt arises respecting any matter relating to annual vacations with pay", the Board is given authority to decide any matter relating to vacations with pay and, more specifically, to determine whether the Act or any provision applies to any person or the manner in which the Act or provision applies. Provision is now made, however, for an order of the Board regarding the application of the Act to be appealed within ten days to a County Court judge and a procedure is set out in the Act for such an appeal.

It was further provided that vacation wages payable under the Act are a debt due from the employer to the employee and as such may be recovered by court action.

Another change will enable persons who are unemployed during the winter months to cash their vacation stamps. Stamps representing vacation credits are used in the construction industry in greater Winnipeg and ordinarily may be cashed only after June 30 in any year. A new provision permits the cashing of stamps after November 30 for any person who satisfies the Minister of Labour that he is registered with the National Employment Service as being available for work but has not been directed to a job and that he has exhausted the unemployment insurance benefits to which he is entitled. The vacation pay stamps for which he may receive cash are those which have been issued to him on or before July 1.

A stamp book containing cancelled stamps need now be retained for only one year instead of for six years, as before. After one year from the December 31 following the date on which the stamps were cashed the Minister may destroy the book and stamps, detaching and retaining the signed receipt for the money received.

### Fair Employment Practices

An amendment to the Manitoba Fair Employment Practices Act makes it illegal to use discriminatory application forms. No person may use, circulate, supply to any person or require an applicant for employment to complete a form of application for employment that contains questions, or requires the applicant to give particulars, as to his race, national origin, colour or religion, unless the request for an answer to the questions or the giving of the particulars is based upon a *bona fide* occupational qualification.

This is in addition to the provision already in the Act which prohibits the use of advertisements which express directly or indirectly any limitation, specification or preference as to race, national origin, colour or religion.

The amendment also provides that the Crown is bound by the Act.

### Workmen's Compensation

Several important amendments were made to the Workmen's Compensation Act to increase compensation payable to injured workmen, and, where death results from an injury, to their dependents.

The amendments are based on recommendations of the Select Standing Committee on Industrial Relations set up in 1953 to examine all aspects of industrial relations and workmen's compensation legislation. The Committee heard and studied representations dealing with workmen's compensation in December 1955 and in February and March of this year. The amendments proposed to the Workmen's Compensation Act were presented to the Legislature in the third report of the Committee on April 5 and were introduced in Bill form on April 13.

From July 1, 1956, the maximum amount of average earnings which may be taken into account in computing compensation was raised from \$3,000 to \$3,500 a year and, for purposes of assessment, from July 1, 1956, any amount in excess of \$3,500 which is paid to a workman is not to be taken into account.

A second amendment increased the percentage of average monthly earnings on which compensation may be based from 70 to 75. This has the effect of increasing benefits for both total and partial disability and setting higher maximum limit on total monthly compensation that may be paid in death cases. The 75-per-cent rate is now in effect in all provinces except New Brunswick and Nova Scotia, where the rate is 70 per cent.

In death cases, the special immediate lump sum payment to the widow was increased from \$100 to \$200, the same amount as is payable in Ontario and Quebec. In Saskatchewan \$250 is paid; in Alberta, \$150; and in the other provinces, \$100. A new provision authorizes a payment of up to \$50 for a burial plot in addition to the amounts previously payable for funeral expenses. Manitoba is the only province which makes such provision.

In death cases, the Act provides for payment of \$20 a month to children under 16 years and \$30 to orphans regardless of

when the accident happened. The allowance may be increased to age 18 if the Board extends the period of payment to enable a child to obtain further education. This meant that an allowance could not be granted initially to a child between 16 and 18 years whose father died as a result of employment but an allowance granted to a dependent child under 16 could be extended by the Board to age 18. The amendment makes it clear that an allowance may now be granted to a child who is between 16 and 18 years when the father's death occurs.

A further amendment provides for more liberal benefits to a workman suffering from silicosis. In order to be eligible for benefits, such a workman, as before, must have been employed for at least five years in employment where he was exposed to silica dust in an industry within the scope of Part I of the Act. Previously, such a workman could receive compensation under the Act only if he was more than 20 per cent disabled. Moreover, if the workman was disabled by more than 20 per cent from silicosis complicated with tuberculosis he was entitled to compensation only on the basis of 50 per cent of his average earnings instead of the usual 70 per cent. By the amendment these special provisions for silicosis and silicosis complicated by tuberculosis are no longer made and silicosis is now compensated in the same manner as any other industrial disease, provided the workman has been exposed to silica dust for at least five years.

## **Safety and Licensing**

### **The Electricians' Licence Act and the Manitoba Power Commission Act**

Amendments respecting the licensing of electricians and the inspection of electrical installations were made to the Electricians' Licence Act and the Manitoba Power Commission Act. The provisions of the Power Commission Act apply in any area served by the Commission or in which it is engaged in constructing a power project. The Electricians' Licence Act applies, subject to the Power Commission Act, to all electrical work not carried on by public service corporations or by municipal departments engaged in generating or distributing power in plants to which the public is not admitted or engaged in operating railway transport systems. All licensing of electricians in Manitoba will now be carried on under the Electricians' Licence Act; the provisions for licensing added in 1946 to the Manitoba Power Commission Act to take care of a shortage of qualified electricians during the extensive program of rural electrification have been removed.

The amendments to the Electricians' Licence Act provide for the setting up of a new Electricians' Licensing Board composed of six members. The former three-member Board was composed of a chairman from the Department of Labour and one representative each of employers and employees. The new Board will have, in addition, one member recommended by the Minister of Labour, one recommended by the Manitoba Power Commission and one recommended by resolution of the Winnipeg city council. The members are to hold office for three years and are eligible for reappointment.

Two new types of licences are authorized under the Act. A limited licence may be granted by the Minister of Labour to any person who passes examinations to be prescribed by regulation and allows the holder to do journeyman's work subject to prescribed limitations. The other new type of licence is a permit which may be issued under certain conditions authorizing the holder to perform work on his own premises. On completion of the work, the holder must notify the Minister, who may order the work inspected.

The Act now authorizes the Minister to delegate to a municipality the power to appoint inspectors to carry out inspections under the Act within the municipality. Where such inspectors have been appointed, the municipality may prohibit a holder of a limited licence from performing electrical work in the municipality. It may also issue the permits which authorize the holders to perform work on their own premises.

General penalties are laid down for a breach of the Act where no other penalty is provided. These are, on summary conviction, a maximum of \$200 for an individual or two months' imprisonment and in default of payment, three months' imprisonment, and for a corporation, \$500.

Contractors are no longer covered by the Act.

The amendments to the Power Commission Act validate an Order in Council issued last January (O.C. 1621/55). The Order authorized the Commission to appoint inspectors and other employees to carry out the provisions of the Act. It also authorized the delegation of powers of inspection to a municipality. An inspector so appointed must hold a journeyman's licence under the Electricians' Licence Act.

In addition to re-enacting these provisions, the amendments also authorize the Commission to issue permits authorizing a person in an area under its jurisdiction to carry out electrical work on his own



premises under specified conditions or it may delegate to a municipality this authority. The amendment also specifies that inspectors and agents of the Commission may enter premises between 8 a.m. and 5 p.m. to make inspections or alterations and that any person who refuses them entry or obstructs them in their duties is liable, on summary conviction, to a fine of up to \$50 or one month's imprisonment.

### **The Operating Engineers and Firemen Act**

Persons applying for an operating engineer's certificate or a fireman's certificate under the Operating Engineers and Firemen Act are no longer required to be British subjects.

Another amendment provides that the special certificates valid for a period of six months which may be issued by the Minister of Labour on the recommendation of the Board of Examiners may now be extended for one or more further periods of not more than one year at a time.

### **The Elevator and Hoist Act**

An amendment to the Elevator and Hoist Act makes it clear that the Act applies to escalators. Another amendment authorizes the Lieutenant-Governor in Council to make regulations adopting as regulations under the Act any codes, rules or standards recommended by the Elevator and Hoist Board. These may replace or supplement regulations respecting the construction, operation and maintenance of elevators which may have been issued upon the advice of the Board.

### **Bills Not Passed**

A private member's Bill, which was defeated on second reading by a vote of 36 to 8, sought to amend the Vacations with Pay Act to provide for an annual vacation of two weeks with pay for each employee covered by the Act after one year's service. The present provisions of the Act require a vacation of one week with pay to be granted after one year's service and two weeks after three years' service.

Provision would have been made for a vacation of proportionate length for a worker who had completed six months' but less than one year's service. Further, where an employee had completed a calendar year of employment but, because of lack of continuity in employment, had failed to qualify for a paid vacation of two weeks, the employer would have been required to pay the vacation pay to which the employee was entitled.

The stamp system of vacation pay credits for transitory workers in the construction industry, at present in effect only in Greater Winnipeg, would have been extended to such workers throughout the province and the vacation pay credit increased from 2 to 4 per cent.

Another private member's Bill that did not get beyond first reading would have provided certain exceptions to the Lord's Day Act (Canada) by permitting professional sports on Sunday afternoon. The Bill, similar to the Lord's Day (Ontario) Act passed in 1950, would have empowered municipalities to pass by-laws after having submitted the question to municipal electors.

---

## **Legal Decisions Affecting Labour**

**Supreme Court of Canada deals with effect of New Brunswick Workmen's Compensation Board ruling on common law action and upholds ruling on make-up of bargaining committees under Saskatchewan Trade Union Act**

The Supreme Court of Canada held that a ruling of the New Brunswick Workmen's Compensation Board that no injury had been sustained by a store employee did not bar a court from reconsidering the question in an action for damages against a third party. In another case, the Court upheld the ruling of the provincial appeal court that under the Saskatchewan Trade Union Act an employer who refused to bargain collectively with a bargaining committee which included employees of a competitor was guilty of an unfair labour practice under the Act.

In the Ontario Court of Appeal it was held that a decision of an arbitration board established under a collective agreement was subject to judicial review by *certiorari* proceedings.

A by-law under the Shops Regulation Act specifying the hours during which service stations were to be closed was declared to be valid by the Manitoba Court of Appeal.

In British Columbia, members of a bakery workers' union were held liable for damages for illegal picketing.

## Supreme Court of Canada . . .

### . . . rules on conclusiveness of N.B. Compensation Board finding in a subsequent negligence action

In an appeal from a decision of the New Brunswick Supreme Court, Appeal Division, the Supreme Court of Canada on February 10, 1956, ruled on the conclusiveness of a finding by the New Brunswick Workmen's Compensation Board in a subsequent negligence action.

A department store clerk in Edmundston was allegedly injured while assisting the manager to arrange a display window when a manikin which the manager had moved from one place to another fell, hitting her on the head. The Workmen's Compensation Board ruled that the woman did not suffer any injury and no compensation was awarded.

Subsequently, the clerk and her husband sued the manager in a common law action for negligence and claimed damages. Counsel for the manager asked the Board for a determination of the question whether the clerk had sustained injury and the Board repeated the decision made previously. The manager claimed that such an action could not be sustained in that the finding of fact by the Board was binding in any later proceedings.

The matter was then referred to the Appellate Division of the New Brunswick Supreme Court for its opinion as a question of law. The Court was asked whether the finding of the Board that the respondent did not suffer any injury as alleged as a result of the falling of the manikin was conclusive and binding between the respondents and the appellant so that the Court in determining the issues was precluded from reconsidering the question. The answer of the majority of the Court was in the affirmative. Chief Justice Michaud of the Trial Division dissented. The question was then taken to the Supreme Court of Canada by special leave.

Mr. Justice Rand, who gave the decision of the Supreme Court, stated that the Workmen's Compensation Act deals primarily with the relations between employers and employees and except in certain cases of wilful or reckless conduct gives an absolute right to compensation regardless of the negligence of the employer or third person. Third persons, whether fellow employees or not, were affected only incidentally.

Mr. Justice Rand went on to say:

I think it beyond serious argument that the respondent has no interest in the investigation by the Board of a claim for compensation; and it would be contrary both to

the statutory provisions and to principle generally that a person should be bound by a finding pronounced in his absence. If he is to be bound, then certainly he is entitled to notice of and to participate in the enquiry. Not only the actual wrongdoer but every other third person liable vicariously for his tortious act should also be brought before the Board. But the statute is silent on this essential consideration and counsel could not point to any case in which such a third party has ever been treated as interested in the adjudication of a claim.

The Court held further that it would in ordinary cases be beyond provincial power to confer on a provincial administrative tribunal the right to adjudicate on an essential element of a common law right or liability arising for determination in a civil action.

The case of *Workmen's Compensation Board v. CPR & Noell*, which was relied on in the majority judgment of the New Brunswick Appeal Court, was wholly different from the case at issue, the Court said. In that case (L.G. 1952, pp. 459 and 1486), the Court held that the employer was entitled to apply to the Board to decide whether the accident from which the injury resulted had arisen "out of and in the course of the employment" and that the finding of the Board was, vis-à-vis the claimant, binding on the employer for all purposes. The decision involved the provisions of the Act both as to the conclusiveness of the Board's findings and the effect on the right of action against the employer and it dealt solely with the issue as between the parties before the Court.

Mr. Justice Rand concluded by asking:

Who, then, was interested in that question? As I have endeavoured to show, not any third person who might, by his own negligence or vicariously, have caused or was liable for the injury. It must be one whose interest is derived through or bound up with that of the injured employee or his employer. For example, another employer in the same class whose assessment would depend on the claims established against his class might possess that interest. How, then, the case can be taken to be an authority for the proposition that a finding as between employer and employee, on a subsidiary issue, the fact and degree of injury, can, in the absence of clear statutory provision, absolve a third party from liability under the general law I am quite unable to appreciate. This was the view of Michaud CJ and with it I am in entire agreement.

For these reasons the Court gave a negative answer to the question placed before it and ruled that the appeal should be allowed, with costs in both Courts. *Rossignol and Rossignol v. Hart*, [1956] 1 DLR 705.

## Supreme Court of Canada . . .

. . . rules that Act does not prohibit employees of competitor from acting on bargaining committee

On March 28, 1956, the Supreme Court of Canada affirmed a judgment of the Saskatchewan Court of Appeal dismissing an application to quash a Labour Relations Board order declaring a retail company guilty of an unfair labour practice for refusing to bargain collectively with a bargaining committee which included persons employed by a competitor.

The case began in 1954, when Marshall-Wells Company, Limited, Regina, refused to bargain collectively with Local 454 of the Retail, Wholesale and Department Store Union because two of the Union's representatives were employees of a rival firm. The Union then applied to the Saskatchewan Labour Relations Board for an order declaring the company guilty of an unfair labour practice. When the Board found the company guilty as charged, the firm applied for a writ of *certiorari* to quash the order. The Saskatchewan Court of Appeal (L.G., April, p. 419) held that there was nothing in the Act restricting the employees' choice of bargaining representatives and dismissed the application, whereupon the company appealed to the Supreme Court of Canada.

The judgment of the Supreme Court was delivered by Chief Justice Kerwin, who said that in his opinion the Board had not misinterpreted the Saskatchewan Trade Union Act, which provides that it is an unfair labour practice for any employer or employer's agent "to fail or refuse to bargain collectively with representatives elected or appointed (not necessarily being the employees of the employer) by a trade union representing the majority of the employees in an appropriate unit".

The framework of the Act showed that it had been anticipated that a union's representatives might not be employees of a particular employer and the mere fact that they worked for a competitor did not disqualify them. He admitted that difficulties might arise but said there was nothing in the Act prohibiting the practice nor was there any compulsion on an employer to open its books at a bargaining meeting. He therefore dismissed the appeal with costs. *Marshall-Wells Co. Ltd. v. Retail, Wholesale and Department Store Union, Local No. 454 and Labour Relations Board*, [1956] 2 DLR 569.

## Ontario Court of Appeal . . .

. . . rules courts may review decision of arbitration board established under a collective agreement

On March 23, 1956, the Ontario Court of Appeal, affirming a judgment of the Ontario High Court which had refused to quash a labour arbitration award, said that, while the board's decision was correct in law, an arbitration board established under a collective agreement was a statutory tribunal subject to judicial review.

The decision of the Court was given by Mr. Justice Aylesworth, who first reviewed the facts of the case.

The International Nickel Company of Canada, Limited, had refused to reinstate an employee who had been absent for more than 14 days while serving a short prison sentence, contending that this constituted a break in service. An arbitration board set up under the terms of a collective agreement in effect between the Company and Local 637, International Union of Mine, Mill and Smelter Workers, decided that the employee, whose request for leave of absence to serve his sentence had been refused, had not quit and ordered his reinstatement.

The Company then applied for a writ of *certiorari*, claiming the board had exceeded its jurisdiction. In the Ontario High Court (L.G., July, p. 897) Mr. Justice Judson held that the board had not exceeded its jurisdiction but had merely interpreted the agreement. He also said that, in his opinion, a decision of an arbitration board established under a collective agreement was not reviewable by the Courts.

Mr. Justice Aylesworth did not comment immediately upon this opinion but turned first to a consideration of the Labour Relations Act. He examined, in particular, Sections 11 and 32, which provide that an employer must bargain in good faith with the certified representative of its employees, and that if he fails to do so he is liable to heavy penalties; that every collective agreement must provide for final and binding settlement by arbitration without work stoppage of all differences arising out of an agreement, including a question as to whether a matter is arbitrable and that if it does not do so it will be deemed to contain such a provision; that the Board may modify any part of an arbitration provision if it considers it inadequate or if either party alleges that it is unsuitable; that the Minister of Labour may make the necessary appointments if the parties to a collective agreement fail to appoint an arbitrator or to constitute a board of arbitration.



The Judge said that these provisions made it clear that the parties were under compulsion to arbitrate their differences. It seemed to him that the element and degree of compulsion inherent in the Act regarding arbitration of industrial disputes established the board as a statutory board.

He then considered whether the decisions of such a board could be reviewed by the courts in *certiorari* proceedings. A number of English decisions had established that *certiorari* would lie to a body to which the Legislature had entrusted the power of imposing an obligation upon individuals or to a tribunal which, while it would not ordinarily be called a court, nevertheless exercised judicial functions. From these precedents, Mr. Justice Aylesworth concluded that *certiorari* would lie to this particular board of arbitration provided the appellants made out a case.

He said he was fortified in this opinion by certain observations of Lord Goddard in *R. v. National Joint Council for the Craft of Dental Technicians*, [1953] 1 QB 704. In that case Lord Goddard distinguished between private and statutory arbitrations. A person who resorted to private arbitration did so because he did not want to go to court and was setting up his own private judge to decide the case. A statutory arbitrator was a person to whom by statute the parties must resort. He referred to the *Agricultural Holdings Act, 1923 (Imp.)*, which provided that persons affected by the statute were compelled to arbitrate their differences and that if they failed to nominate an arbitrator the Minister would appoint one. To Lord Goddard such an arbitrator appeared to be a statutory arbitrator to whom *certiorari* would lie.

Mr. Justice Aylesworth thought that the situation under the *Agricultural Holdings Act* was analogous to that under the *Ontario Labour Relations Act* and concluded that *certiorari* would also lie to this particular arbitration board, provided a proper case had been made out for the remedy.

He decided that *certiorari* was not warranted in this case. He said that in this aspect of the case he not only agreed with Mr. Justice Judson but was also content to adopt his precise reasoning as contained in the following passage in his reasons for judgment.

It was open to the Board in deciding the meaning of "break in service" or "quits" in the context I have quoted and with reference to the facts of the case to decide as it did. That does not mean that it was exceeding its jurisdiction by extending the meaning of the agreement. What the Board

did was to interpret the agreement. It did not disregard the plain meaning of the agreement; it did not purport to alter the agreement and it did not exceed its jurisdiction.

*Re International Nickel Co. of Canada Ltd. and Rivando* [1956] 2 DLR 700.

## Manitoba Court of Appeal . . .

. . . upholds validity of Winnipeg by-law requiring service stations to close Sunday for part of year

The Manitoba Court of Appeal, in a decision given April 10, dismissed the appeal of a service station operator against a conviction for remaining open for the sale of gasoline after the hours specified in a Winnipeg by-law.

The operator was convicted in Winnipeg police court of a breach of by-law No. 17481 of the City of Winnipeg on a charge that on November 2, 1955, the service station did not close at 7 p.m. as required by the by-law. It was admitted that the service station was not a public garage as defined in the by-law and that sales of gasoline were made after 7 p.m. Counsel for the service station contended that the charge should be dismissed on the ground that the by-law exceeded the powers conferred on the City by the *Shops Regulation Act*, and when the magistrate held the by-law to be valid, requested that this question of law be referred to the appeal court by way of a stated case from the magistrate.

The reasons for decision were given by Mr. Justice Schultz, with Mr. Justice Montague concurring. Mr. Justice Coyne dissented, but did not give reasons.

The *Shops Regulation Act*, the authority under which the by-law was passed, provides that the council of any municipality may by by-law regulate the hours of closing of shops, defined to include gasoline service stations. It is further provided that the by-law may permit certain classes of service stations, as defined in the by-law, to remain open for business during the hours other service stations in the municipality are required to be closed. Alternatively, the by-law could set out a rotation plan.

The Winnipeg by-law adopted the first method and divides gasoline service stations into two classes: (1) service stations which are part of a public garage as defined in the by-law; (2) service stations which are not part of a public garage. The first class of service stations is permitted to remain open for 24 hours every day of the year, including Sunday; the second class from 6 a.m. to 12 p.m. every day of the week

including Sundays, from April to October inclusive, and from 6 a.m. to 7 p.m. every day of the week, except Sunday, from November to March, inclusive.

Counsel for the service station argued that the by-law was *ultra vires* on the ground that under the federal Lord's Day Act all gasoline service stations are required to be closed on Sunday unless there is express specific provincial statutory authority permitting such stations to remain open, and that there was no such statutory authority in the Shops Regulation Act or elsewhere.

In dealing with this contention, Mr. Justice Schultz said that it is beyond doubt that legislation of a prohibitory character enacted for the purpose of compelling observance or preventing profanation of the Lord's Day falls within the exclusive jurisdiction of Parliament with respect to criminal law. At the same time the provincial legislatures have authority to make laws in regard to matters concerning property and civil rights in the province and matters that are of a purely local or private nature in the province. In considering whether or not a by-law of the type in question is within the competence of the city council, regard must be had to the object or purpose of the provincial legislation on which it is based and the character and purpose of the by-law itself. He found the intent of the legislation to be clear, and described it as follows:

The Shops Regulation Act, as the title implies and the text shows, deals with the closing of shops and the employment of labour therein. These are matters properly within the legislative authority of the province under Sec. 92 of the BNA Act, 1867. There is nothing in the terms of the provincial Act or the municipal by-law to indicate that the observance of the Lord's Day is a matter of primary concern or consideration. The local nature of this particular by-law is indicated by the fact that the enabling provincial legislation restricts such by-laws to certain municipalities.

Where the closing of shops is dealt with in a by-law of this type some reference to Sunday is inevitable but it is incidental to and not the main purpose of the legislation. The fact that under the by-law one class of gasoline service stations ("public garages") is allowed to remain open every hour of every day of the year, including Sunday, and that the only other class of gasoline service stations (those not coming within the definition of "public garage") are allowed to remain open certain specified hours every day, including Sunday, for seven months of the year, makes it abundantly clear that the council of the city of Winnipeg was not concerned with Sunday observance. The terms of the by-law indicate that the purpose of the council was the regulation of shops, such regulation not being limited

to Sunday but operative every day of the week. On the one hand, the council was taking into consideration the basic purpose of the Shops Regulation Act and, on the other, the convenience of the general public. Any interference with Sunday opening and closing was incidental to this primary purpose and does not alter the character of the by-law.

He therefore found that the statute and by-law came within the ambit of provincial authority.

The question of the reasonableness of the by-law was not, he said, a matter for consideration by the court. The wisdom of governing bodies extending their power of regulation to a class of business frequently self-operated is a matter of opinion but it cannot be held that the by-law, in allowing garages longer hours of sale of gasoline at all times and for five months of the year the exclusive right of sale on Sunday, is so unreasonable or oppressive as to constitute an abuse of powers.

The appeal was accordingly dismissed. *Reg. v. Henderson Thriftway Petroleum Limited*, 18 WWR 502.

## Supreme Court of British Columbia . . .

. . . finds picketing of Vancouver bakery illegal and rules picketers be held liable for damages

Mr. Justice Sullivan, in a decision given in the Supreme Court of British Columbia May 18, held that picketing of a Vancouver bakery went further than the communication of facts within the terms of the Trade-unions Act and constituted a nuisance.

Hammer, the owner and operator of a small bakery in Vancouver, applied for an injunction to restrain members of the Bakery and Confectionery Workers' International Union, Local 468, from unlawful picketing of his premises, at the same time suing for damages and costs. The application came up for hearing on May 10 and by consent was adjourned to May 14, to be then treated as a trial of the action in respect of all issues other than the claim for damages. The judgment was given on May 18.

After examining three affidavits from each side, and hearing nine witnesses, the judge made the following findings of fact. The plaintiff, Hammer, owns and operates a small bakery where he produces a line of specialty products. He sells bakery products to retailers and also makes retail sales at the bakery. Last April, in addition to himself and his wife, a staff of five persons worked in the bakery, and there were two sales clerks and three part-time

delivery-van drivers. He experienced no labour trouble until April 23, when he discharged an employee for drunkenness and insubordination. The discharged man the next day joined Local 468 and on April 25 was on a picket line established that day in front of the bakery premises carrying a placard upon which was displayed one or another of the legends:

Hammer's bread sold here is not made by members of the Bakers' Union Local 468.

This bakery has no union agreement with the Bakery & Confectionery Workers' International Union, Local 468.

On the same day another of Hammer's employees also became a member of Local 468. The next morning she informed him that she had joined the union and that as a union member she could no longer work in a place which was not a union shop. She refused to work out the day, and joined the picket line. Both of these former employees represented to other bakery employees that they must make an immediate choice between working for Hammer or becoming members of the union; unless they joined forthwith they would be "black-listed" in regard to employment in all bakeries in the city of Vancouver.

The three van-drivers belong to another union and worked for Hammer only part time to supplement the earnings from their permanent employment. Otherwise none of his employees belonged to any union and Local 468 does not hold certification under the Labour Relations Act for any of his employees. They were not and never had been engaged in strike activities.

The constant patrolling of two or more pickets at one time before the small bakery frontage provided an effective method of seriously impeding, if not actually preventing, ingress and egress of plaintiff's employees and customers and suppliers of raw material, and, in the judge's view, the pickets conveyed the impression that a strike was in progress. Some of the bakery's wholesale outlets terminated their contractual relations under threat of having their own places of business picketed. A delivery truck driver bringing supplies of raw materials had the impression conveyed to him that he should not, as a union member, "cross the picket line" and he refused to make delivery of the goods. The part-time van-drivers were also led to believe that loyalty to their own union and the likelihood of loss of their permanent jobs precluded them from continuing to work for the bakery and all of them gave up their employment

on the day following the establishment of the picket line. A newly hired driver, stopped in the course of making deliveries and required to abandon his vehicle, also terminated his employment.

On May 1, Hammer arranged a meeting with the business agent of the union. He pointed to the difference between his small turnout of hand-made specialty products and the huge production of the large mechanized bakeries, which could afford to sign the type of union agreement which the agent had brought with him to the meeting. He said that the adoption of union wage rates would ruin the small business which he and his wife had worked 18 hours a day for more than eight years to establish. The answer was: "The union has only one agreement and this is it. Sign this or get out of (the wholesale bakery) business."

The judge concluded that about 80 per cent of the bakery's products are sold at wholesale and the volume of such sales declined by about 25 per cent. Retail sales declined by 60 per cent. The consequent loss through wastage of perishable products was considerable.

At the hearing the defendants contended, citing the decision of the Supreme Court of Canada in the *Aristocratic Restaurants* case (L.G. 1951, p. 1553), that since the statements on the placards were true, they possessed statutory authority under the Trade-unions Act to do all the things of which Hammer complained, along with statutory immunity from civil responsibility for the effects upon the plaintiff's premises resulting from their conduct.

Mr. Justice Sullivan held that the conduct complained of in this case was distinguishable from the picketing in the *Aristocratic Restaurants* case, which was held not to be a criminal offence nor to amount to a nuisance. The object of the picketing in the *Aristocratic Restaurants* case was to communicate facts; here the obvious purposes were to interfere with the existing contractual relations of the plaintiffs with their employees and customers, and to put them out of the wholesale bakery business.

He concluded that they must be held liable in damages for nuisance, and restrained from the continuance of their illegal acts. He noted that picketing activity had been discontinued since the trial, and said that it might be possible for counsel to agree upon the terms of formal judgment, including the matter of damages. *Hammer v. Kemmis et al*, [1956] 18 WWR 673.



# Recent Regulations, Federal and Provincial

## New federal regulations issued for large fishing vessels and minimum wage in cook and bunkhouse occupation is increased in British Columbia

Regulations have been made under the Canada Shipping Act respecting the construction and inspection of large fishing vessels.

An order of the British Columbia Board of Industrial Relations increased the minimum wage in the cook and bunkhouse occupation from 80 cents to \$1 an hour and provided for the payment of time and one-half the regular rate for all hours in excess of 191 in a month.

In Alberta, revised regulations under the Boilers and Pressure Vessels Act require all boilers and pressure vessels in use to be registered annually by the owner. Operators of trade schools are required to submit an annual statistical statement to the Minister of Industries and Labour. Wage increases for apprentices in the carpenter and sheet metal trades are now contingent upon successful completion of the year's technical training.

### FEDERAL

#### Canada Shipping Act

Regulations under the Canada Shipping Act (P.C. 1956/1077) setting out construction and inspection requirements for fishing vessels over 80 feet registered length were gazetted on July 25. These regulations were designed to afford a maximum degree of protection to the crews of fishing vessels. Previously, such vessels were subject to the general steamship regulations administered by the Department of Transport.

Cited as the "Large Fishing Vessel Inspection Regulations," the regulations apply to new fishing vessels over 80 feet registered length that are not sailing ships. Existing vessels over 80 feet long other than sailing ships are also covered by the provisions respecting life-saving equipment, fire-extinguishing equipment, lights, signals, navigating equipment and inspections.

Before work is begun on the construction of a new fishing vessel, the owner must submit plans and data specified in Schedule A to the district steamship inspection office, which will forward them to the Chairman of the Board of Steamship Inspection for approval. An inspection certificate will not be issued unless the vessel has been built according to the

approved plans and the inspector considers it safe for the voyages for which it is intended.

Boilers, steam engines, steam auxiliaries, and internal combustion engines are to be constructed and inspected during the construction stage according to the requirements of the Steamship Machinery Construction Regulations, and the Steamship Machinery Inspection Regulations. Specifications for fuel tanks, underwater fittings, bulkheads, ventilators, escape hatches and bulwarks are set out in the regulations.

The regulations specify the life-saving equipment to be provided for fishing vessels of various lengths and the equipment to be carried on every lifeboat, boat or dory. They stipulate that every article must be of an approved type constructed in accordance with the standards of the Life Saving Equipment Regulations.

Every fishing vessel is to be equipped with the fire-extinguishing equipment specified in the regulations. A fishing vessel provided with a liquefied petroleum gas installation must also comply with the Liquefied Petroleum Gas Regulations. The regulations also specify the type of lights, signals and navigating equipment to be provided. Equipment and lights are to be carried to enable the fishing vessel to comply with the Regulations for Preventing Collisions at Sea or with the Rules of the Road for the Great Lakes, whichever is applicable.

In addition to the first inspection of new construction, provision is made for periodic inspections of life-saving, fire-extinguishing and navigating equipment. These inspections are to be annual in the case of vessels or more than 150 tons or vessels propelled by steam, and every four years in other cases. The master of a fishing vessel must also ensure that the crew know where the life-saving and fire-extinguishing appliances are located and are familiar with their use.

The regulations also provide for periodic inspection of boilers, steam pipes, steam propulsion engines, air receivers, internal combustion propulsion engines and electrical equipment. Some wooden and steel fishing vessels are to be drydocked annually and inspected, others every four years.

## PROVINCIAL

### Alberta Apprenticeship Act

Regulations under the Apprenticeship Act respecting wages of apprentices in the carpenter and sheet metal trades authorized by O.C. 788/56 and O.C. 789/56 were gazetted on June 30, amending provisions in regulations approved by O.C. 1218/53 (L.G., 1953, p. 1654) and O.C. 1284/54 (L.G., 1954, p. 1753).

As formerly, the minimum wages payable to apprentices when not attending technical classes are a percentage of the journeyman's prevailing rate. Increases are no longer automatic, however, but are payable after an apprentice has successfully completed his year's technical training. Formerly all increases were automatic on the dates on which they were due but an employer could apply to the Apprenticeship Board to withhold further increases until an apprentice had qualified for his annual certificate of progress.

For registered employment prior to first year technical training an apprentice in the carpenter trade may not be paid less than 50 per cent of the prevailing wages of a journeyman. After successful completion of first year technical training, the rate is 70 per cent with an increase to 80 per cent after a second successful year. If he passes his third year, he is to receive at least 90 per cent of the prevailing journeyman's rate until he completes his apprenticeship contract.

Previously the minimum rate was 45 per cent the first year including the probation period, with an increase to 50 per cent the first six months after basic training and additional increases every six months until the fifth and sixth six-month periods after basic training, when the rate was 90 per cent of the prevailing wages of a journeyman.

For an apprentice in the sheet metal trade the minimum rate payable for registered employment prior to first year technical training is still 40 per cent of the prevailing journeyman's rate. The rate is increased to 50 per cent if he passes his first year of technical training, with further increases to 60 and 75 per cent when he passes his second and third year courses. On passing his fourth year he is to be paid at least 90 per cent of a journeyman's prevailing rate until he completes his apprenticeship.

Formerly the 50-per-cent rate was payable the year commencing July 1 following basic training and the higher rates were payable on each succeeding anniversary of that date.

### Alberta Boilers and Pressure Vessels Act

Part I of the regulations under the Boilers and Pressure Vessels Act governing the design, fabrication and installation of boilers and pressure vessels has been replaced by new regulations authorized by O.C. 863/56 and gazetted on July 14. The new regulations cover standards of design and construction, rules for registration and identification, inspection requirements and welding and safety provisions.

Most of the provisions are the same as in the regulations issued last October by O.C. 1266/55 (L.G., Jan., p. 88), except that the 1955 edition of the Canadian Standards Association Boilers and Pressure Vessels Code has been adopted in place of the 1951 edition. A few new safety requirements have been added and provision was made for annual registration of all boilers and pressure vessels in use.

Except as otherwise provided, the standards to be followed in the design, fabrication, installation, identification, testing and inspection of boilers, pressure vessels, piping and fittings are to be those set forth in the following codes: the 1955 edition of the CSA Boilers and Pressure Vessels Code; the 1951 edition of the CSA Mechanical Refrigeration Code; NBFU Pamphlet No. 58, "Standards for the Storage and Handling of Liquefied Petroleum Gases"; the ASA Code for Pressure Piping; and sections of the 1949, 1950 and 1952 editions of the ASME Boiler and Pressure Vessel Code on power boilers, material specifications, locomotive boilers, low-pressure heating boilers, miniature boilers, rules for care of power boilers, unfired pressure vessels, and welding qualifications. All but the first two were included in the previous regulations. Revision of these codes and published interpretations of the ASME Boiler Code Committee will become governing standards after approval by the Chief Inspector.

Blueprints, specifications and designs for all proposed boilers and pressure vessels, all proposed steam plants and pressure plants and all fittings proposed for use in connection with vessels to which the Act applies must be submitted to the Chief Inspector for approval and registration, and must now conform with the requirements of the 1955 edition of the CSA Code rather than with the 1951 edition, as formerly. The new regulations also specify that detailed drawings showing dimensions and material specifications of all doors, bolts, and bridges must now be included with designs submitted for registration.

A new section has been added setting out requirements for man-hole and hand-hole doors including formulae to be used in calculating pressure and stress. Another new safety provision stipulates that where extension cords are used they must conform with the requirements of the Canadian Electrical Code, and that hammers used for testing purposes must be made of brass or copper if there is a possibility of explosive gases being present.

Every boiler or pressure vessel to which the Act applies must now be registered with the Department of Industries and Labour before April 1 of each year if the owner intends to operate it during the ensuing year. It will then be subject to the service inspections prescribed for all boilers and pressure vessels except liquefied petroleum gas or anhydrous ammonia containers, hydro-pneumatic vessels which are not supplied with air from an outside source and air-oil receivers of approved design and used in connection with hydraulic hoists. The latter are exempt because they are subject to inspections during the fabrication stage and when undergoing alterations or repairs.

### Alberta Public Health Act

The plumbing and drainage regulations issued by the Provincial Board of Health were amended by O.C. 862/56, gazetted July 14. While most of the amendments are of a technical nature and were designed to conform with recent changes in the National Building Code published by the National Research Council of Canada, some of the general provisions respecting coverage, inspection and office buildings were also revised.

The coverage of the regulations has been extended so that only single-family dwellings in rural areas and installations under federal jurisdiction are exempt. Permits are still required, however, before work may be begun on the construction, reconstruction, alteration or extension of any plumbing system. Except for the permits which may be issued authorizing home owners to do plumbing in their own premises, permits will be granted only to plumbing contractors.

It has been found that the provision requiring a final test to be given to all installations for which a permit has been issued is difficult to enforce. Accordingly, the regulation has been amended to provide that a final test need be applied only if ordered by the plumbing inspector.

In a business building where six or more persons of both sexes are employed, separate toilet facilities with fixtures as

prescribed in the regulations are to be provided. Formerly, separate facilities were required in a building where more than nine persons were working.

### Alberta Trade Schools Regulation Act

Regulations setting out the requirements for trade schools registered under the Trades Schools Regulation Act were gazetted on July 14, replacing those authorized by O.C. 341/47 (L.G., 1947, p. 497). Under the Act a trade school must be registered with the Minister of Industries and Labour, who is empowered to exercise control over the standard of instruction provided and the general operation of the school. The regulations specify the documents to be submitted with an application for registration and lay down the requirements respecting fees, refunds, advertising, qualifications of instructors and courses.

A person who wishes to operate a trade school must send his application for registration to the Trade Schools Advisory Board. The application must be accompanied by statements of the requirements for the admission of students, courses of instruction offered, and the fees payable for each, qualifications of teachers, textbooks and other supplies with which students must provide themselves and prices to be charged for them, and the forms completed by instructors and by salesmen of trade school courses. Copies of the form of contract, the certificate or diploma, and of the advertising material used in connection with the trade school must also be submitted. The Board may ask for copies of any text-book or lesson material. After registration no change may be made in the material submitted without the approval of the Minister, who may ask for additional information or order any alteration or amendment he thinks advisable.

As a prerequisite to registration, the operator must have the approval of the Chief Factory Inspector as to the condition and operation of all equipment, tools and machinery in addition to certificates from the local Fire Chief and Medical Health Officer. Every trade school is also required to comply with the provisions of the Factories Act and the Workmen's Compensation Act with respect to lighting, heating, sanitation, ventilation and accident prevention.

The number of pupils enrolled must not exceed the maximum number certified by the Medical Health Officer and the Fire Chief of the locality and no person under 16 years may be admitted to any course without the approval of the Minister.



The registration fee is \$100 for a single course and \$20 for each additional course up to a maximum of \$250. If the operator increases or decreases the number of courses, he must send his licence to the Minister for alteration and approval.

To ensure performance of a contract a guarantee bond of \$1,000 must be posted with the Minister as formerly. The Minister may call upon the bonding company to repay fees which the operator has failed to refund. If a registration has been cancelled by the Minister for default in the performance of a contract, the operator must post a guarantee bond of \$2,000 before being re-registered.

A student who drops a course is entitled to a refund on his fees if he notifies the operator or any of his agents, representatives or teachers within two years from the time instruction ceased or from the date of registration if no instruction is taken. The operator may retain an amount proportionate to the part of the course supplied plus \$5 or 10 per cent of the amount remaining due on the contract, whichever is the greater. A refund on a correspondence course which includes a period of practical tuition will now be based upon the full price of the combined course, and when calculating refunds on correspondence courses a student will be deemed to have no more than four lessons in his possession at one time. As formerly, a dispute over a refund may be referred to the Minister, whose decision is final.

The operator of a trade school is now required to submit an annual statistical statement to the Minister on a prescribed form. If the training being given is found to be inadequate, the Minister may order the operator to refund all or part of the tuition fees or to stop selling courses until the deficiencies have been corrected.

Although radio scripts no longer have to be approved by the Minister, the general supervision of advertising is continued, as well as the prohibition of certain enumerated types of misleading and exaggerated advertising. Guaranteeing a position or competency in a trade is specifically prohibited. No person may sell a course of instruction without an approval certificate from the Department of Industries and Labour. The certificate must be renewed annually and may be cancelled by the Minister at any time.

The appointment of every instructor must be approved by the Minister, and if he is to teach a trade designated under the Tradesmen's Qualification Act he must have had at least four years' practical experience in the trade and hold the highest

class certificate issued under that Act or the Welding Act. In the barbering and beauty culture trades there must be one full-time instructor for every 20 pupils.

The courses in welding, automobile and tractor repair and the construction, operation and repair of diesel engines that could formerly be given with the approval of the Minister are no longer authorized but the provisions respecting the barber and beauty culture trades are unchanged. The course of tuition in the barbering trade remains six months. In the hairdressing and beauty culture trades it is eight months comprising 1,400 hours of instruction. A beauty culture operator with two years' certified experience whose application has been approved by the Minister may take a short course of not less than one month to improve her technique.

The new regulations were authorized by O.C. 864/56 and gazetted on July 14.

### **British Columbia Factories Act; British Columbia Shops Regulation and Weekly Holiday Act**

Monday, November 12, has been proclaimed a public holiday on which stores in British Columbia may not carry on business and factories may not remain open except with the written permission of an inspector.

The proclamation of June 27, gazetted July 5, was issued under the Factories Act and the Shops Regulation and Weekly Holiday Act, which specify certain holidays, including Remembrance Day, and provide for any other day to be declared a holiday. As Remembrance Day falls on a Sunday this year, the holiday will be observed on Monday, November 12, in factories and shops.

### **British Columbia Male and Female Minimum Wage Acts**

The minimum wage for employees in the cook and bunkhouse occupation in unorganized territory was increased from 80 cents to \$1 an hour by Male and Female Minimum Wage Order No. 4 (1956), gazetted on July 26 and effective September 1. In lieu of the 32-hour weekly rest period previously provided for (L.G., 1954, p. 423), employees are to be paid time and one-half the regular rate for all hours worked in excess of 191 in a month. Cook and bunkhouse employees are exempted from the eight and 44-hour limits set by the Hours of Work Act.

The order applies to cooks, dishwashers, waiters, bunkhouse and recreation-room attendants employed in a kitchen, dining-room, cook-house, bunkhouse, or recreation-room operated in connection with any industrial undertaking, *e.g.*, mining, fishing, logging, construction or lumbering, in territory without municipal organization. It does not apply, however, to persons employed in a supervisory, managerial or confidential capacity or to employees covered by orders establishing minimum wages for the geophysical exploration and pipe-line construction industries.

As is usual, some variation of the minimum wage is also provided for. Apprentices and handicapped and part-time employees for whom the Board of Industrial Relations has issued permits to work at less than the minimum wage are to be paid the rate specified in the permit. Time and one-half the regular rate must be paid for all hours worked in excess of 191 in a month and, on termination of employment, if the employee has worked less than 191 hours in the last month of his employment, for all hours in excess of eight in the day or in excess of 44 in the week where the hours worked do not exceed eight in any one day. The Board may vary the overtime provisions in exceptional cases where the employer and his employees or their representatives have made application in writing proposing conditions which are not inferior.

The order specifies that when determining the hourly rate, a monthly-rated employee's wage rate is to be divided by 191, a weekly-rated employee's wage rate by 44 and a daily-rated employee's wage rate by eight.

As provided in the previous order, no deductions are to be made from an employee's wages for accidental breakages. The order also contains the usual provisions respecting semi-monthly pay, posting of orders and keeping of records.

The orders made by the Board for the cook and bunkhouse occupation are similar to those made in 1953 for the geophysical exploration industry, which is also carried on in isolated and remote areas of the province. Employees in the geophysical exploration industry are exempted from the operation of the Hours of Work Act and are required to be paid time and one-half their regular rates of pay for all hours worked in excess of 191 hours in a calendar month.

### Prince Edward Island Disabled Persons' Allowances Act

Regulations under the Disabled Persons' Allowances Act were gazetted on July 28.

The Act, passed last year, authorized the Government of Prince Edward Island to participate in the federal-provincial program for the payment of pensions up to \$40 a month to needy persons between the ages of 18 and 65 who are permanently and totally disabled, and provided for the appointment of a Welfare Board and a Director of Allowances to administer the scheme. The Lieutenant-Governor in Council was authorized to make regulations to carry out the purposes of the Act and these are the first regulations issued under this authority.

The new regulations are similar to regulations under the federal Act authorized by P.C. 1954/1831 of November 23, 1954 (L.G., Feb. 1955, p. 184). They specify the conditions which constitute total and permanent disablement; set out the information to be forwarded with an application for an allowance and the documents that will be accepted as proof of disability, age, marital status and residence in Canada; establish what will be considered as income; and specify when an allowance is to be paid and the circumstances under which it may be suspended.

---

## Suggest Government Pay Mothers Who Don't Work Outside Home

The Government should pay wages to all mothers who are looking after children under 16 years of age and who have no occupation outside their homes, it was suggested at the recent CCF convention in Winnipeg.

Such a scheme, for which a precedent has already been set in the Scandinavian countries, would have as its intention the promotion of family unity and the checking of the exodus of mothers and married women who are compelled to seek an addition to the family income outside the home, it was stated.

A committee has been set up within the party to estimate the cost and study methods of implementing the suggestion.

\* \* \*

Ontario's retail store workers will become insured next year against accidents at work, E. E. Sparrow, Chairman of the Ontario Workmen's Compensation Board, has reported. About 250,000 workers will benefit.

# Unemployment Insurance

## Annual Report of Unemployment Insurance Advisory Committee

Unlike deficit during previous fiscal year, revenue during 1955-56 fiscal year exceeded disbursements, but only by "small margin in plan requiring the collection and disbursement of over 200 million dollars"

Operations under the Unemployment Insurance Act during the fiscal year 1955-56 resulted in an excess of revenue over expenditures of \$13,506,201.82. This, it is pointed out in the annual report of the Unemployment Insurance Advisory Committee, "is a small margin in a plan requiring the collection and disbursement of over two hundred million dollars, especially when it is remembered that the employment picture is subject to many fluctuations".

In 1954-55, for the first time since unemployment insurance was initiated, revenues were less than disbursements (L.G., Feb., p. 197).

Contrasting the publicity given to manpower shortages to the large number seeking unemployment benefits, the Committee came to the conclusion that more vocational training was needed. It recommended that vocational training be extended and broadened.

The Committee was unanimous in asking that the matter of coverage under the Act for non-technical hospital employees be considered.

Recommendations were made that have been followed in the amendment last month of the Unemployment Insurance Act (see page 0000).

No change in rates was recommended.

The Unemployment Insurance Advisory Committee consists of a chairman and eight members, four of whom represent employers and four, employees. Arthur MacNamara, former Deputy Minister of Labour, is Chairman. Members are: A. Andras, Marius Bergeron, G. G. Cushing, Albert Deschamps, James Hunter, F. G. H. Leverman, J. G. McLean and H. Shoo-bridge.

The complete text of the report follows:  
To His Excellency  
The Governor General in Council:

1. Section 89(1) of the Unemployment Insurance Act requires the Unemployment Insurance Advisory Committee to report not

later than July 31 each year on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

2. The Committee met on July 18, 1956, and received from the Unemployment Insurance Commission financial and statistical statements for the year ending March 31, 1956. These reports were supplemented by further information and explanations, by a report from the Chief Actuary, Department of Insurance, and by statistical data from the Dominion Bureau of Statistics.

3. The balance at the credit of the Unemployment Insurance Fund at March 31, 1956, was \$854,198,518.59, an increase of \$13,506,201.82 in the 12-month period. This compares with a decrease of \$40,581,816.57 in the fiscal year 1954-55 and an increase of \$29,688,968.68 in the fiscal year 1953-54.

4. The whole fund, except for immediate cash requirements, is invested in obligations of or guaranteed by the Government of Canada. These investments are carried on the balance sheet at cost (less amortization of premium and discount), which is approximately \$11,786,000 more than the market value at March 31. The average investment yield is 2.97 per cent compared with 3.00 per cent for the previous year.

5. The revenue for the fiscal year 1955-56 totalled \$228,711,745.61, an increase of \$11,664,960.06 over that of the previous year. This amount was made up as follows:

Employer and Employee Contributions..	\$168,481,477.76
Department of Veterans Affairs for Veterans of World War II Special and Regular Forces.....	1,245,492.52
Government Contribution.....	33,948,572.66
Income from Investments, Penalties and Fines.....	25,036,202.67
	\$228,711,745.61

The surplus built up in previous years has proved very valuable by creating a splendid income from investments which materially adds to the annual revenue.

6. Benefit payments in the year 1955-56 totalled \$215,205,543.79 of which \$180,038,064.37 was expended in regular benefit, \$9,431,185.42 in supplementary benefit, and an estimated \$25,736,294 in seasonal benefit. This represents a decrease from the previous year of \$42,423,058.33 in total benefit.



7. The operations for the year resulted in an excess of revenue over expenditures of \$13,506,201.82, which it will be agreed is a small margin in a plan requiring the collection and disbursement of over two hundred million dollars, especially when it

is remembered that the employment picture is subject to many fluctuations.

8. In summary form the following comparisons as between the period April 1, 1955, to March 31, 1956, and the same periods in 1955, 1954, and 1953, are of interest:

	1956	1955	1954	1953
	(thousands of dollars)			
1. Balance at the credit of the Unemployment Insurance Fund...	854,198	840,692	881,274	851,585
2. Increase or decrease (—) in balance from previous year of.....	13,506	—40,582	29,689	73,386
3. The average investment yield is.....	2.97%	3.00%	3.02%	2.92%
4. Contributions from employers and employees.....	168,481	156,872	157,722	153,287
5. Contributions for Armed Service Personnel.....	1,245	1,988	951	1,897
6. Contributions from the Government.....	33,948	31,771	31,735	31,036
7. Amount Collected				
(a) Fines.....	29	37	37	36
(b) Penalties.....	2			
8. Interest on Investments.....	25,005	26,378	26,095	22,951
9. Total Revenue.....	228,711	217,046	216,540	209,207
10. Ordinary Benefit Payment.....	180,038	232,758	174,620	128,814
11. Supplementary Benefits for Classes 1 and 2.....	9,431	24,871	12,232	7,008
12. Supplementary Benefits for Classes 3 and 4—These are repaid to the fund from Government appropriation.....		0.3	0.7	0.8
13. Seasonal Benefit.....	25,736			
14. Excess of Revenue over Expenditure.....	13,506	*—40,582	29,689	73,386

\* In 1955, there was an excess of expenditures over revenue.

9. The Committee was given a very complete and sound review by the Actuary of the Insurance Department, Mr. Richard Humphrys, which report covered many aspects of the Unemployment Insurance Plan. Discussing the "Fund" he said, in part:

...the size of the Fund should be considered in relation to the problem of trying to make sure that the resources available under the scheme will meet the obligations upon it. The existence of a large fund provides a cushion that makes available the essential element of time necessary to consider what changes, if any, are required should unusual demands or new trends be experienced. We have seen that an upturn in unemployment of not extremely serious proportions could result in drawing upon the Fund to the extent of \$50 million or more in a year. Should unemployment assume even moderately serious proportions, one could expect therefore that the Fund might drop at the rate of \$100 million a year or more. If any events of this nature were to take place, one would wish to be sure, first, whether the trends indicated were likely to go on for a long time or were only temporary fluctuations and, secondly, what action seemed to be most appropriate in the circumstances. It might well take a year or two before any decision could be reached as to what action, if any, should be taken, and it might well take another year before necessary action could be

implemented. A fund of the present size, therefore, permits some time to be taken to consider the problem.

A second important feature is the revenue produced by interest on the large Fund, such interest currently running at something better than \$25 million a year. The existence of this very large amount of income means of course that current contributors do not have to pay as much as they otherwise would. We are, therefore, benefiting from the contributions paid during the past very good years. The contributors—insured persons, employers and general taxpayers—are drawing a dividend from this good experience in that contributions under the new scheme are not as high as they would have been had there been no interest income. Estimates made in the actuarial calculations for the bill last year indicated that expected benefit payments would exceed the expected contributions but that the interest from the Fund, so long as it remained of substantial size, would be enough to make ends meet if experience did not become any worse than had been observed in recent years. Had there been no interest income, it would have been unsound to proceed on the present basis of rates of contribution and benefit....

It seems at the present time that there need be no concern about the Unemployment Insurance Fund being excessive. The revision in the Act last year had the effect of raising benefits to the point where they

were somewhat larger than expected contributions so it seems unlikely that, taking one year with another, any increase in the Fund can be expected in the future, at least at present rates of contributions and benefits. It seems that there is considerably more chance of drawing the Fund down over the years than there is of increasing it under the present terms of the scheme.

10. The views of the Actuary expressed in the last paragraph are also those of the Committee, the members of which believe that any move which would substantially increase the benefit payments should be avoided at this time.

11. The new Act went into force in October 1955, and reports covering the past year state there have been few complaints, apart from those resulting from the restrictive features of subsection 45(2) which it is proposed should be amended.

12. The Government, the Commission and the Staff, in the view of the Committee, are to be congratulated upon the revision and the efficiency shown in bringing a new Act into operation, where so many people are affected, successfully.

13. Your Committee discussed the publicity given to manpower shortages, contrasted with the large number seeking and obtaining unemployment benefits. The conclusion was that more vocational training is needed and it is the recommendation of the Committee that vocational training be extended and broadened.

14. The Committee was unanimous in asking that the matter of coverage under the Act for non-technical hospital employees be considered and the recommendations in this regard be acted upon.

#### 15. Seasonal Regulations

(Sections 162, 163 and 164 of Unemployment Insurance Regulations.)

The provision for seasonal regulations has, by changes in the Act, become of no value and the Committee approves of the recommendation of the Commission that Seasonal Regulations (for transportation by water on inland waters and stevedoring at inland ports) which were postponed last year be now abandoned.

16. The plan providing for modification of subsection 45(2), Section 53(3)b, and 53(5), summarized hereunder, was approved:

The benefit formula would be modified as follows:

1. *Qualification*: The qualification requirement for a *subsequent claim* (i.e. where a previous benefit period (regular or seasonal) was established within the past 104 weeks) would be at least 30 contributions in the last 104 weeks, 24 of which must be since the previous benefit period (regular or seasonal) commenced or in the last 52 weeks (whichever is the greater period).
2. *Duration*: One benefit week for every two contributions in the last 104 weeks, *excluding* any contribution which, if it is in the 104 weeks preceding the *previous claim* (regular or seasonal), is now more than 52 weeks old.
3. *Rate*: There would be no change in the rate.
4. *Seasonal Benefit*
  - (1) *Group A*: Claimants who qualify for seasonal benefit on the basis of at least 15 contributions since the end of March would be given one week for every two contributions with a floor of 10 weeks.
  - (2) *Group B*: Claimants who qualify for seasonal benefit on the basis of a regular benefit period terminating since the previous 15 April would have the duration limited to a period equivalent to that of the last regular benefit period, i.e., minimum 12 weeks, maximum  $1\frac{5}{16}$  weeks.

The above would entail amendments not only to Section 45(2) but also to Section 53(3) (b) to provide for seasonal benefit being paid on the basis of one week's benefit for every two weekly contributions and to Section 53(5) so as to limit seasonal benefit to the same duration as that of the last regular benefit period.

There were opinions expressed by those representing employers that, in making the recommendation, there was a tendency to depart from "insurance principles" and give benefits to some who did not have firm attachment to the labour market. It is hoped that this tendency be not extended. Those representing Labour would have liked a more generous modification but accepted the recommendation on the understanding that an extension might be asked for by them after a year's trial.

All of which is respectfully submitted.

## Business Women's Week Observed This Month

"New Levels of Leadership" is the theme of Business Women's Week, which will be observed by local units of the Canadian Federation of Business and Professional Women's Clubs September 23-29. The purpose of this special week is to direct the attention of the community to the contribution that business and professional women are making on a local and national level and also to provide for the members of the organization an opportunity to review the achievements of the past and set their sights for the future.

# Monthly Report on Operation of the Unemployment Insurance Act

Claims for benefit in June 34 per cent fewer than in May and 39 per cent fewer than in June 1955. Statistics\* show unemployment registers in "live" file dropped to 136,032 at June 29 from 188,927 at May 31

In June, initial and renewal claims for unemployment insurance benefit again declined from the previous month, being 34 per cent fewer than in May and 39 per cent below the total for June 1955.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 55,212 claims were received at local offices of the Unemployment Insurance Commission across Canada, compared with 84,099 in May and 90,380 in June 1955.

On June 29, unemployment registers in the "live file" numbered 136,032 (82,287 males and 53,745 females), in comparison with 188,927 (132,145 males and 56,782 females) on May 31 and 186,321 (125,793 males and 60,528 females) on June 30, 1955.

Adjudications on initial and renewal claims totalled 59,052, entitlement to benefit being granted in 42,453 or 72 per cent of the cases. The number of "benefit periods not established" during June was 9,352, representing 63 per cent of the initial claims on which the decision was "not entitled to benefit". Total disqualifications arising from initial, renewal and revised claims) numbered 15,959, of which the chief reasons were: "not capable of and not available for work" 4,166 cases; "voluntarily left employment without just cause" 3,841 cases; and "refused offer of work and neglected opportunity to work" 3,028 cases.

New beneficiaries for June numbered 43,403, in comparison with 78,232 during May and 64,865 for June 1955.

Benefit payments amounted to \$9,930,856 in respect of 538,014 weeks in June, \$19,154,627 and 1,005,401 weeks during May and \$12,645,439 and 4,113,157 days in June 1955.

Slightly less than 90 per cent of the weeks compensated were complete weeks of unemployment, i.e., weeks in which no reduction occurred in the claimants' maximum weekly rate. Excess earnings accounted for 69 per cent of the partial

weeks, the most important other reasons for deductions being "waiting period" or "disqualifications".

The estimated number of beneficiaries per week during June was 128.1 thousand, 228.5 thousand for May and 170.4 thousand for June 1955.

## Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for June show that insurance books or contribution cards were issued to 1,886,657 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1956.

At June 30, employers registered numbered 286,918, an increase of 1,150 during the month.

## Enforcement Statistics

During June 4,843 investigations were conducted by district investigators across Canada. Of these, 3,990 were spot checks of postal and counter claims to verify fulfilment of statutory conditions. The remaining 853 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 30 cases, 2 against employers and 28 against claimants.\* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 438.\*

## Unemployment Insurance Fund

Revenue received in June totalled \$19,771,219.25 compared with \$19,544,469.13 in May and \$17,840,418.76 in June 1955.

\*These do not necessarily relate to the investigations conducted during this month.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.



Benefit payments in June amounted to \$9,910,895.71, compared with \$19,135,164.15 in May and \$12,621,798.86 in June 1955.

The balance in the fund at June 30 was \$851,856,538.39; at May 31, \$841,996,214.85 and at June 30, 1955, \$827,814,114.26.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB-1262, July 20, 1956

**Summary of the Facts:** This case arises from a labour dispute between the Atlantic Sugar Refinery Limited, Saint John, N.B., and the Sugar Refinery Workers' Union No. 20 (TLC) which resulted in a stoppage of work at the company's plant on December 7, 1955, when the employees failed to report to their jobs.

At that time the Angus Robertson Company Limited and several sub-contractors were erecting a warehouse for the Sugar Refinery within the main plant enclosure, and picket lines established by the striking union brought these operations also to a complete standstill.

On December 14, 1955, the claimant, who worked as a pipefitter at the warehouse for Powers Bros. Limited, one of the sub-contractors, filed a claim for benefit. He was disqualified by the insurance officer, pursuant to Section 63 of the Act, on the ground that "(he) lost (his) employment with Powers Bros. by reason of a stoppage of work caused by a labour dispute at the premises of the Angus Robertson Ltd. at which (he was) employed". From that decision the claimant appealed to a board of referees, alleging *inter alia* that he and his fellow-workers had taken no part in the strike and, in support of his contention, he submitted a letter from his employers in which it was stated that Powers Bros. Limited and their employees were not "in the least interested" in strikes and that the claimant had been laid off simply on account of lack of work.

The board of referees which heard the case in Saint John, N.B., on February 15, 1956, unanimously decided that the claimant had lost his employment by reason of a stoppage of work due to a labour dispute, but by a majority decided that he had not satisfied the conditions laid down in Section 63(2).

From the decision of the board of referees the claimant appealed to the Umpire.

**Conclusions:** As I take it, the whole issue of the claimant's disqualification under Section 63 of the Act is before me, and it is a question of determining whether or not the claimant lost his employment by reason of a stoppage of work due to a labour dispute at the premises at which he was employed and, if that question be answered in the affirmative, whether or not he was subject to relief from disqualification under subsection (2) of that section.

The board of referees has found that the claimant did lose his employment by reason of a stoppage of work due to a labour dispute and, on the facts before me, I do not see any valid reason to disagree.

However, the disqualification laid down in Section 63 cannot be applied unless the labour dispute occurred at the premises at which the claimant was employed, and the evidence does not indicate that such was the case.

The dispute took place at the sugar refinery and not at the warehouse which was being built on the site of the refinery and where the claimant worked in the employ of a separate employer from that involved in the dispute. This warehouse under construction was, in fact, either separate premises or is deemed to be separate premises from the sugar refinery in accordance with subsection (3) of Section 63, which is as follows:

63(3) Where separate branches of work that are commonly carried on as separate businesses in separate premises are carried on in separate departments on the same premises, each department shall, for the purpose of this section, be deemed to be a separate factory or workshop.

It cannot be said that constructional work is incidental or ancillary to the sugar refinery business. It constitutes an altogether separate business commonly carried on as such.

Moreover there is no reason to believe that the dispute extended to the warehouse or that any action on the part of

the contractor, sub-contractors or their employees engaged in constructional work, created a fresh dispute at those premises.

Under the circumstances there is no need to delve into the question of whether or not the claimant fulfilled the conditions laid down in Section 63(2) and his appeal is allowed.

### Decision CUB-1265, July 20, 1956

**Summary of the Facts:** The claimants, members of the International Woodworkers of America, were employed in a large sawmill in Chemainus, B.C. They lost their employment when they refrained from crossing the picket line set up by the International Union of Operating Engineers, whose members at the plant, nine in all, had been on strike since November 7, 1955.

According to the submissions, the normal force of IWA members employed at the sawmill numbered 670 but, owing to a shortage of work attributable to the strike, 220 were laid off on November 7. Further layoffs occurred between that date and November 12 due to curtailed operations. Up to that time the members of the IWA had agreed to cross the picket line of the striking union and continue with any work available to them. On November 12 and 14, however, members of the IWA who were recalled (approximately 150) by the employer were called off the job by an official of the Chemainus sub-local of the IWA, thus creating a complete stoppage of work at the plant.

The claimants filed applications for benefit but were disqualified by the insurance officer, pursuant to Section 63 of the Act for the duration of the stoppage of work, namely, November 13 to November 21, 1955, inclusive.

From the decision of the insurance officer, the claimants appealed to a board of referees, which heard the case in Vancouver, B.C. The board by a unanimous decision disallowed the appeals but made the disqualifications applicable for the period from November 13 to November 16, 1955, only. The board arrived at this decision after hearing a representative of the IWA who "laid emphasis on the ill-advised and unauthorized action of an official of a sub-local in calling men off work" and because in its opinion the stoppage of work had ceased to exist after November 16, when the employer agreed to recall the men as soon as possible.

From this decision to shorten the period of disqualification, the chief claims officer appealed to the Umpire.

In view of the appeal of the chief claims officer, the president of Local 1-80 IWA submitted in writing that the strike had been in the powerhouse and not on the premises where the IWA workers were employed and that some of their members had been told by their foreman that there was no work available for them. For these reasons he contended that the disqualifications should be lifted entirely.

**Conclusions:** On the facts before me I consider that the claimants were rightly held to have lost their employment by reason of a stoppage of work attributable to a labour dispute at the premises at which they were employed, within the meaning of Section 63(1) of the Act.

The expression "premises" in that section does not mean one building bounded by four walls. It may mean a number of separate buildings or workshops if they all form part of the same business, as in the present case.

In so far as the application of Section 63(3) is concerned, the operations carried on in the powerhouse at MacMillan & Bloedel Ltd., in relation to the other operations in the sawmill, may perhaps be considered as carried on in a separate department, but nevertheless they are incidental to the work of almost every sawmill and therefore do not constitute a separate branch of work comparable to a separate business.

Under the circumstances, unless the claimants proved that they met the conditions laid down in subsection (2) of Section 63, which they failed to do, they were subject to disqualification until—

- (a) the termination of the stoppage of work;
- (b) they became *bona fide* employed elsewhere in the occupation that they usually follow; or
- (c) they became regularly engaged in some other occupation;

whichever event first occurred, pursuant to subsection (1) of Section 63.

There is no suggestion that any of them became *bona fide* employed elsewhere, etc., or regularly engaged in some other occupation, etc.; and the evidence clearly indicates that the resumption of work at the sawmill took place on November 22, 1955.

The board therefore erred in modifying the period of disqualification imposed by the insurance officer, which was in accordance with the terms of the law, and the appeal is allowed.

# in Federal Government Contracts

## Wage Schedules Prepared and Contracts Awarded during July

### Works of Construction, Remodelling, Repair or Demolition

During July the Department of Labour prepared 207 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 154 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in July for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd. ....	2	\$ 56,097.00
Dept. of Defence Production (June) .....	143	1,051,374.00
Dept. of Defence Production (July) .....	116	295,174.00
R.C.M.P. ....	8	91,197.80

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during July

During July the sum of \$6,524.47 was collected from 11 employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 169 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during July

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*Gander Nfld:* Terminal Construction Co, site improvement & planting. *Cornwallis N S:* Rodney Contractors Ltd, \*lowering of watermain. *Eastern Passage N S:* James F Lahey Ltd, exterior painting of houses. *Stellarton N S:* Thomas M Doyle, \*exterior painting of houses. *Camp Gagetown N B:* Canadian Westinghouse Co Ltd, \*supply of electrical switchgear equipment. *Montreal Que:* Saurette Freres, painting & repairs to stairways, Benny Farm. *Nitro Que:* Rene McSween, reroofing of dwellings. *Barriefield Ont:* G M Guest Ltd, installation of electrical distribution system. *Camp Borden Ont:* Evans Contracting Co, site improvement & planting. *Clinton Ont:* Oldeastle Nurseries Ltd, site improvement & planting. *Stratford Ont:* Carl Henry, exterior painting of houses. *Toronto Ont:* Dominion Structural Steel Ltd, \*cutting, bending & supply of steel for apartment bldgs. *Windsor Ont:* Oldeastle Nurseries, \*weed killing. *Wingham Ont:* Clifford Wenzel, \*exterior painting of houses. *Weyburn Sask:* O T Erickson, exterior painting of houses. *Calgary Alta:* Modern Home Painters, \*exterior painting of houses. *Cold Lake Alta:* Everall Engineering Ltd, hardsurfacing of roads, drives & parking areas. *Vancouver B C:* Gordon Latham Ltd, \*repair of boiler, 3577 West Broadway. *Vernon B C:* David Howrie Ltd, construction of drainage, Silver Star Houses. *Whitehorse Y T:* Terminal Construction Co, site improvement & planting.

### Department of Citizenship and Immigration

*Bersimis Indian Agency Que:* George Deschenes, repairs to old Bersimis Indian Day School. *Fisher River Indian Agency Man:* A J Smith & Son, construction of two classroom day school, Lake St Martin's Reserve. *Touchwood Indian Agency Sask:* Reg M Powell, electrical rewiring, Muscowequan Indian Residential School. *Saddle Lake Indian Agency Alta:* Richard Decorating, painting & decorating at Blue Quills Indian Residential School. *Stony Sarcee Indian Agency Alta:* Snyder & Boon Ltd, installation of plumbing & heating systems at Sarcee Indian Day School.

### Defence Construction (1951) Limited

*Halifax N S:* Cameron Contracting Ltd, construction of various bldgs & outside services, RCASC; Standard Paving Maritime Ltd, construction of roads & parking areas, RCAF Station, Gorsebrook. *Bagotville Que:* J O Lambert Inc, supply & erection of bldg, foundations for readiness hangars & outside services, RCAF Station. *Bouchard Que:* An dex Ltd, construction of transit bldg & outside services, No 34 OAD. *St Johns Que:* Desourdy Freres Ltee, construction of chapel, College Militaire Royal. *Valcartier Que:* Union Des Carrieres & Pavages Ltee, paving & construction of sewers. *Camp Borden Ont:* Barclay Construction Ltd, construction of administration bldg & outside services; Johnson Bros Co Ltd, construction of chapel & outside services. *London Ont:* Ellis-Don Ltd, extension to underground steam & electrical distribution systems, 27 COD; Franki Compressed Pile Co of Canada Ltd, construction of foundation piling for Naval Division Bldg, HMCS "Provost". *Malton Ont:* Orenda Engines Ltd, construction of test facilities for gas turbine engine development programme. *Trenton Ont:* Maurice H Rollins Construction Ltd, renovation of bldg for RCDC/HQ, RCAF Station. *Uplands Ont:* Alex I Garvock Ltd, construction of bldgs, RCAF Station; George A Crain & Sons Ltd, construction of bldg & fire hall, RCAF Station; Shore & Horwitz Construction Co Ltd, supply & erection of steelox type bldg, foundations for hangars & outside services, RCAF Station. *Churchill Man:* The Carter Construction Co, resurfacing of runway &

enlargement of parking area, RCAF Station. *Rivers Man*: Maple Leaf Construction Ltd, construction of roads, sidewalks & parking areas, RCAF Station. *Winnipeg Man*: Stewart Electric Co Ltd, installation of lighting fixtures in GIS bldg, RCAF Station. *Calgary Alta*: Calgary Structural Steel Ltd, supply, fabrication & erection of structural steel for junior ranks club, hangars, RCEME workshop, QM & technical stores bldg, Sarcee Camp; Burns & Dutton Concrete & Construction Co Ltd, construction of sewer drainage system, Currie Barracks; Burns & Dutton Concrete & Construction Co Ltd, construction of bldg & guard house, Sarcee Camp. *Cold Lake Alta*: Bennett & Forster Ltd, installation of sewer & catch basins, RCAF Station. *Edmonton Alta*: Mix Brothers Construction Co Ltd, construction of roads, curbs, sewers & seeding, Griesbach Barracks; W C Wells Construction Co Ltd, paving of road, Griesbach Barracks; Lockerbie & Hole Western Ltd, addition to steam distribution system; C W Carry Ltd, supply, fabrication & erection of structural steel for bldg & barracks. *Namao Alta*: W C Wells Construction Co Ltd, construction of roads, walks & parking areas, RCAF Station. *Esquimalt B C*: J A Pollard Construction, construction of training establishment & outside services.

### Building and Maintenance

*Gander Nfld*: Gander Lumber Co Ltd, erection of antenna towers & transmission lines. *Rockcliffe Ont*: Shore & Horwitz Construction Co Ltd, installation of doors on PMQ's. *Trenton Ont*: Walter F MacCormack, supply & application of asbestos siding shingles on hangars & leantos, No 6 Repair Depot. *Vulcan Alta*: Whittick Bros Ltd, installation of heating system, Vulcan Armoury; Oland Construction Ltd, construction of garage. *Wainwright Alta*: Williams Bros, exterior painting of huts. *Vedder Crossing B C*: C J Oliver Ltd, construction of roads, sidewalks & landscaping, Camp Chilliwack. *Vernon B C*: Asbestos Cement Products Ltd, application of siding on various bldgs. *Fort Nelson B C & Watson Lake Y T*: McCready Johannson Ltd, application of built-up roof at RCAF Detachments & replacement of hangar roof.

### Department of Defence Production

(June Report)

*St John's Nfld*: C H Mercer, grading, top soiling & seeding of parade ground, Buckmaster's Field. *Debert N S*: C E Geldart, installation of water tank, 16 "X" Depot. *Greenwood N S*: D A Cummings Ltd, replacement of built-up roofing, #5 hangar, RCAF Station; Municipal Spraying & Contracting Ltd, application of asphalt membrane to sand areas, RCAF Station. *Halifax N S*: Halifax Painters & Decorators, painting interior of drill hall, Armouries; Nova Scotia Waterproofers Ltd, waterproofing of bldgs & PMQ's, RCAF Station, Gorsebrook Station. *Camp Valcartier Que*: Union des Carrieres & Pavages Ltee, weighing, crushing & stockpiling of gravel. *St Hubert Que*: A P Green Fire Brick Co Ltd, repairs to heaters & steam generators, RCAF Station; Lewis Bros Asphalt Paving Co Ltd, patching of road & runways, RCAF Station. *St Sylvestre Que*: Alidor Bergeron, construction of access roads & parking lot for officers' mess & grocery stores, RCAF Station. *Senneterre Que*: W Collin Reg'd, repainting of PMQ's, RCAF Station. *Toronto Ont*: Advance Paving Co Ltd, installation of storm sewer & manholes, grading & paving of storage area, The Compound. *Trenton Ont*: Connolly Marble, Mosaic & Tile Co Ltd, renewal of tile at swimming pool, RCAF Station. *Shilo Man*: Ditchfield Bros, sodding of Officers' lines, "A" area, Shilo Military Camp. *Moose Jaw Sask*: Asphalt Services Ltd, application of sand seal coat to runways & intersections, Buttress Relief Field to RCAF Station. *Calgary Alta*: Pioneer Paving Ltd, asphalt surfacing, RCAF Station, Lincoln Park. *Camp Wainwright Alta*: New West Construction Co Ltd, construction of tank bath. *Cold Lake Alta*: Canadian Equipment Sales & Service Co Ltd, erection of storage tank, RCAF Station. *Comox B C*: Larsen & Grieve, landscaping & seeding, RCAF Station. *Vancouver B C*: C C Moore & Co, installation of boiler tubes, Central Heating Plant, Jericho Beach. *Vernon B C*: Storms Contracting Co (Pacific) Ltd, repairing roads at Military Camp.

### National Harbours Board

*Halifax N S*: Fundy Construction Co Ltd, reconstruction of shed 27, offices, foundations, etc; The Canada Gunite Co Ltd, reconditioning & weatherproofing of exterior walls, cold storage plant. *Montreal Que*: The Key Construction Ltd, construction of grain jetty at elevator; Terrebone Construction Inc, changes & additions, cold storage warehouse; Grant-Mills Ltd, construction of concrete work at 3 viaducts, south shore approaches, Jacques Cartier Bridge; Chas Duranceau Ltee, construction of roadway between Pie IX Boulevard Subway & Sicard Ave; Marine Industries Ltd, \*dredging.

## National Research Council

*Ottawa Ont:* George Cashman Ltd, construction of bldg, Montreal Road Laboratories.

## Department of Public Works

*Deer Lake Nfld:* Provincial Constructors Ltd, construction of federal bldg. *Charlottetown P E I:* Matheson & MacMillan Ltd, grading & surfacing at railway wharf. *Mink River P E I:* Norman N MacLean, wharf repairs. *Lameque N B:* Comeau & Savoie Construction Ltd, wharf repairs. *Arisaig N S:* F W Digdon & Sons Ltd, extension to gravel deflector. *Cheticamp Beach N S:* Clare Construction Co Ltd, quay wall reconstruction. *D'Escousse N S:* H E MacDonald, wharf extension. *Fisherman's Harbour N S:* M C Campbell Construction Co, repairs to wharf. *Gabarus N S:* M C Campbell Construction Co, repairs to groynes. *Halifax N S:* Fundy Construction Co Ltd, site development, Fort Massey Cemetery. *Meteghan River N S:* The Atlantic Bridge Co Ltd, harbour improvements. *Pleasant Bay N S:* Fraser, Chiasson & Merry, wharf & approach improvements. *North Sydney N S:* The J P Porter Co Ltd, \*dredging. *Baie du Moulin (Baie Comeau) Que:* United Dredging Ltd, \*dredging. *La Malbaie Que:* Lapointe & Lapointe, construction of public bldg. *Perce Que:* Gaspe Construction Inc, construction of breakwater wharf. *Rimouski Que:* Jean-Baptiste Rioux, extension to protection wall. *St Jean Port Joli Que:* Robert Bernier, construction of storage area. *St Joseph d'Alma Que:* Henri Fortin, construction of protection wall. *Kitchener Ont:* Dunker Construction Co Ltd, construction of Income Tax Bldg. *McKenzie Island (Red Lake) Ont:* Wm Shewchuck, construction of wharves. *Nipigon River Ont:* Ole Ruoho, construction of breakwater & training wall. *Ottawa Ont:* Shore & Horwitz Construction Co Ltd, revisions to testing laboratory; Thomas Fuller Construction Co Ltd, construction of extension to bldg, National Research Council; Shore & Horwitz Construction Co Ltd, construction of extension to bldg, National Research Council. *Toronto Ont:* Canada Construction Co Ltd, additions & alterations to postal station "D". *Whitby Ont:* McNamara Construction Co Ltd, harbour repairs & improvements. *Swift Current Sask:* MacWilliam Construction Co Ltd, construction of RCMP administration bldg & garage. *Paterson B C:* Gordon Seafoot, construction of warehouse. *Prince Rupert B C:* Skeena River Piledriving Co, breakwater renewal. *Vancouver B C:* B C Marine Engineers & Shipbuilders Ltd, \*repairs to dredge No 303; B C Marine Engineers & Shipbuilders Ltd, \*repairs to dredge No 305. *Vernon B C:* C J Oliver Ltd, construction of federal bldg. *White Rock B C:* Fraser River Pile Driving Co Ltd, wharf repairs. *Fort Smith N W T:* Dawson & Hall Ltd, construction of school. *Yellowknife N W T:* C H Whitham Ltd, installation of court room facilities, federal bldg.

## The St. Lawrence Seaway Authority

*Lachine Section Que:* Marine Industries Ltd, dredging of approach at Montreal Harbour; Carriere des Trois Pistoles Enr, handling of sand for St Lambert Lock; Canamont Construction Ltd & Canit Construction Ltd, handling of sand for Cote Ste Catherine Lock; Miron & Freres Ltd & The Mannibec Construction Co, excavation of channel, Station 930-00 to 1045-00 & construction of dyke, Station 930-00 to Lake St Louis. *Soulanges Section Que:* Canit Construction Ltd, production of concrete aggregates at Beauharnois; Atlas-Winston Ltd, first stage of construction of lower & upper Beauharnois Locks & approaches; United Waterways Constructors Ltd, construction of upper Beauharnois Lock & approaches; Canit Construction Ltd, construction of lower Beauharnois Lock & approaches. *Ville LaSalle Que:* Key Construction Ltd & Deschamps & Belanger Ltee, construction of bldg for Hydraulic Models. *Various Points in Ontario & Quebec:* Canadian Vickers Ltd, supply & installation of operating machines for lock gates; Bridge & Tank Co of Canada Ltd, supply & erection of Cote Ste Catherine Lock Bridge, Lachine Section & Iroquois Lock Bridge, International Rapids Section; Canadian Ingersoll-Rand, supply & installation of pumps.

## Department of Transport

*Baccalieu Island Nfld:* S J Clark, construction of single dwelling. *Cape Norman Nfld:* Cameron Contracting Ltd, construction of two dwellings. *Fortune Head Nfld:* Geo T Dixon Ltd, construction of two single dwellings. *Cape North N S:* Harry Hawkins, construction of single dwelling. *Montreal Que:* St Lawrence Drydocks Ltd, \*conversion of barge to bulk petroleum carrier. *Fort William Ont:* Gordon A MacEachern Ltd, cleaning at air terminal bldg. *Kapuskasing Ont:* Bedard-Girard Ltd, airport lighting installation. *Welland Ship Canal Ont:* J J Salt Ltd, painting of bridges

(Continued on page 1186)



# Wages, Hours and Working Conditions

## Wage Rates for Labourers in Manufacturing, October 1955

Average hourly wage rates for labourers in manufacturing rose 5 cents during 1955. Highest rates found in British Columbia and in Ontario

The average wage rate per hour for labourers in manufacturing industries in Canada increased by five cents during 1955 (see accompanying table) according to the results of the annual survey of wage rates conducted by the Economics and Research Branch at October 1.

Employers covered by the survey were asked to report on the occupation of labourer defined as follows: a worker who performs one or a variety of manual duties which may be learned in a short time, requiring little independent judgment and which are too general to be classified otherwise. Workers under incentive wage

systems are not classified as labourers. Depending upon the duties they perform, plant workers on production jobs as well as maintenance and non-production jobs may be classified as labourers. Rates shown in the table apply to male labourers only.

Wage rates for labourers are usually the lowest in a plant except for hiring and apprentice rates. The labourer's rate is used in many establishments as a basis for setting the higher rates for other plant occupations.

Average wage rates for labourers are highest in British Columbia and Ontario,

### WAGE RATES FOR MALE LABOURERS IN MANUFACTURING, 1954 AND 1955

Locality	1954	1955	
	Average Rate Per Hour	Average Rate Per Hour	Pre-dominant Range of Rates
	\$	\$	\$
Canada.....	1.29	1.34	.....
Newfoundland.....	1.22	1.15	.....
St. John's.....	1.17	1.14	.98-1.24
Nova Scotia.....	1.11	1.09	.....
Halifax.....	1.07	1.09	.70-1.24
New Glasgow.....	.....	.94	.65-1.16
Sydney.....	1.39	1.47	1.13-1.61
New Brunswick.....	1.08	1.13	.....
Moncton.....	1.26	1.21	.87-1.55
Saint John.....	1.02	1.05	.80-1.23
Quebec.....	1.19	1.23	.....
Hull.....	1.29	1.36	1.15-1.53
Joliette.....	.....	.98	.70-1.16
Montreal.....	1.24	1.26	.91-1.55
Quebec.....	1.12	1.22	.91-1.53
Shawinigan Falls.....	1.43	1.50	.....
Sherbrooke.....	.96	.99	.85-1.13
Trois-Rivieres.....	1.29	1.38	1.28-1.53
Victoriaville.....	.....	.91	.80-1.04
Ontario.....	1.33	1.40	.....
Belleville.....	1.34	1.36	1.08-1.54
Brantford.....	1.36	1.35	1.18-1.46
Chatham.....	1.33	1.51	1.32-1.66
Cornwall.....	1.37	1.44	.....
Fort William.....	1.37	1.41	1.30-1.53
Galt.....	1.24	1.24	.93-1.40
Guelph.....	1.23	1.25	1.17-1.31
Hamilton.....	1.42	1.44	1.10-1.57
Kitchener.....	1.28	1.29	1.05-1.45

Locality	1954	1955	
	Average Rate Per Hour	Average Rate Per Hour	Pre-dominant Range of Rates
	\$	\$	\$
Ontario—Con.			
London.....	1.27	1.33	1.07-1.51
Niagara Falls.....	1.45	1.48	1.39-1.56
Orillia.....	.99	1.00	.80-1.20
Oshawa.....	1.40	1.40	1.11-1.53
Ottawa.....	1.05	1.01	.80-1.43
Peterborough.....	1.32	1.36	1.07-1.50
Port Arthur.....	1.38	1.42	1.28-1.53
St. Catharines.....	1.44	1.43	1.35-1.52
St. Thomas.....	.....	1.30	1.27-1.37
Sarnia.....	1.48	1.50	1.38-1.65
Sault Ste. Marie.....	1.42	1.54	1.53-1.67
Sudbury.....	.....	1.20	1.09-1.34
Thorold.....	1.47	1.54	1.50-1.58
Toronto.....	1.30	1.34	1.10-1.50
Welland.....	1.59	1.55	1.44-1.65
Windsor.....	1.53	1.56	1.52-1.67
Woodstock.....	1.23	1.30	1.18-1.46
Manitoba.....	1.20	1.27	.....
Winnipeg.....	1.21	1.26	1.08-1.48
Saskatchewan.....	1.25	1.27	.....
Regina.....	1.21	1.25	1.17-1.47
Saskatoon.....	1.33	1.33	1.15-1.43
Alberta.....	1.22	1.27	.....
Calgary.....	1.40	1.40	1.20-1.55
Edmonton.....	1.25	1.32	1.10-1.48
British Columbia.....	1.50	1.55	.....
Vancouver.....	1.52	1.55	1.43-1.67
Victoria.....	1.52	1.55	1.54-1.60

although no provincial pattern stands out. The average in some localities of the latter two provinces is lower than the average in some centres of the Maritimes, Quebec and the Prairie Provinces.

Within a province, the average rate is often higher in a number of small localities than in the major centres. This is especially true in Ontario and Quebec, where the average rates in several localities are higher than in the major centres of Toronto and Montreal. The diversification of industry in these two cities tends to reduce the effect of a higher level of wages in one particular industry or establishment on the general average for the city.

On the other hand, in smaller centres where one industry or establishment predominates, the local average is greatly affected by the wage rates paid in that industry or establishment. In Sydney, Hamilton and Welland, for instance, where the primary steel industry is the predominant source of employment for unskilled workers, the relatively high wage rates

paid in that industry raise the average local rate for labourers well above that for most other centres of similar size in the provinces of Nova Scotia and Ontario. Another example of high local average rates for labourers is found in Cornwall, Thorold and Trois-Rivières, where pulp and paper mills are the main employers of labourers, at the higher rates prevailing in that industry.

The chief factor responsible for changes from year to year in the average wage rates for labourers is the general revision of actual straight-time rates being paid in establishments. Factors other than changes in wage rates were known to have influenced the averages for Newfoundland and Nova Scotia (which declined slightly from the previous year); the most important of these were: changes in the number of labourers employed in the plants, localities and provinces, modifications in survey coverage and reporting methods, and individual adjustments in rates based on merit or length of service.

---

## Strikes and Lockouts

### Canada, July 1956\*

Fewer workers were involved in work stoppages arising out of industrial disputes and the time lost in man-working days was lower during July than in the previous month and in July 1955. The number of disputes involving comparatively few workers, however, brought the total stoppages in existence in July to the highest figure for 1956.

Preliminary figures for July 1956 show a total of 39 strikes and lockouts in existence, involving 9,193 workers, with a time loss of 57,820 man-working days, compared with 36 strikes and lockouts in June 1956, with 16,815 workers involved and a loss of 77,775 days. In July 1955 there were 33 strikes and lockouts, 10,924 workers involved and a loss of 95,975 days.

For the first seven months of 1956 preliminary figures show a total of 135 strikes and lockouts, involving 60,299 workers, with a time loss of 872,165 days. In the same period in 1955 there were 98 strikes and lockouts, 31,446 workers involved and a loss of 464,760 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in July 1956 was 0.07 per cent of the estimated working time; June 1956, 0.09 per

cent; July 1955, 0.11 per cent; the first seven months of 1956, 0.14 per cent; and the first seven months of 1955, 0.08 per cent.

Increased wages was one of the issues in 19 of the 39 stoppages in existence during July. Of the other disputes, eight arose over suspensions, dismissals or employment of workers; four over causes affecting working conditions; three over reduced wages; three over union questions; and two were sympathy stoppages.

Of the 39 stoppages in existence during July, three were settled in favour of the workers, four in favour of the employers, five were compromise settlements and six were indefinite in result, work being resumed pending final settlement. At the end of the month 21 disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa

\*See Tables G-1 and G-2 at back of book.

and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, Que., on February 23, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal, Que., on April 20, 1955. A strike of radio station employees at Peterborough, Ont., which began on February 18, 1956, and was listed in the June 1956 *LABOUR GAZETTE* as being in this category, was concluded by July 30, 1956, a compromise settlement having been reached following negotiations.)

## Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in May 1956 was 239 and 23 were still in progress from the previous month, making a total of 262 during the month. In all stoppages of work in progress, 42,000 workers were involved and a time loss of 181,000 days caused.

Of the 239 disputes leading to stoppages of work that began in May, 30, directly involving 2,800 workers, arose over demands for advances in wages, and 83, directly involving 9,100 workers, over other wage questions; seven, directly involving 800 workers, over questions as to working

hours; 15, directly involving 1,100 workers, over questions respecting the employment of particular classes or persons; 101, directly involving 6,400 workers, over other questions respecting working arrangements; and three, directly involving 400 workers, were in support of workers involved in other disputes.

### Australia

The Australian *Monthly Bulletin of Employment Statistics* for April 1956 reported that 352 industrial disputes resulting in work stoppages were in existence during the first quarter of 1956, directly involving 172,149 workers. The time loss for workers directly and indirectly involved was 583,119 working days.

### New Zealand

The New Zealand *Monthly Abstract of Statistics* for May 1956 reported a total of 19 industrial disputes resulting in work stoppages during the first quarter of 1956, involving 6,410 workers. The time loss amounted to 11,921 working days.

### United States

Preliminary figures for June 1956 show 350 work stoppages resulting from labour-management disputes beginning in the month, involving 115,000 workers. The time loss for all work stoppages in progress during the month was 2,100,000 days. Corresponding figures for May 1956 were 450 stoppages, 190,000 workers and a loss of 2,800,000 days.

# Prices and the Cost of Living\*

## Consumer Price Index, August 1956

The consumer price index (1949=100) advanced 0.5 per cent between July and August 1956 to reach a new high of 119.1. The August index stands 2.3 per cent above the level of a year ago.

The latest movement was largely the result of a 1.3-per-cent advance in the food index from 114.4 to 115.9, which approximated the usual July-August seasonal increase. The advance was somewhat greater than normal because of an unusually firm price for tomatoes, due to the late growing season, which was only partially offset by a sharp decrease in potatoes from the abnormal high of July

to a level still appreciably above average August prices. Higher prices were recorded for eggs, all cuts of meat, coffee, and grapefruit. Significant decreases were confined to oranges and fresh vegetables.

The shelter component moved up 0.2 per cent to 133.0 under the influence of fractional changes in both rent and homeownership.

Clothing was the only major group to register a decline, moving down 0.2 per cent from 108.6 to 108.4. Lower prices for women's spring coats and cotton dresses, reflecting summer sale prices, were largely responsible. Somewhat higher levels were recorded for footwear, rayon piece goods, and men's work trousers and undershirts.

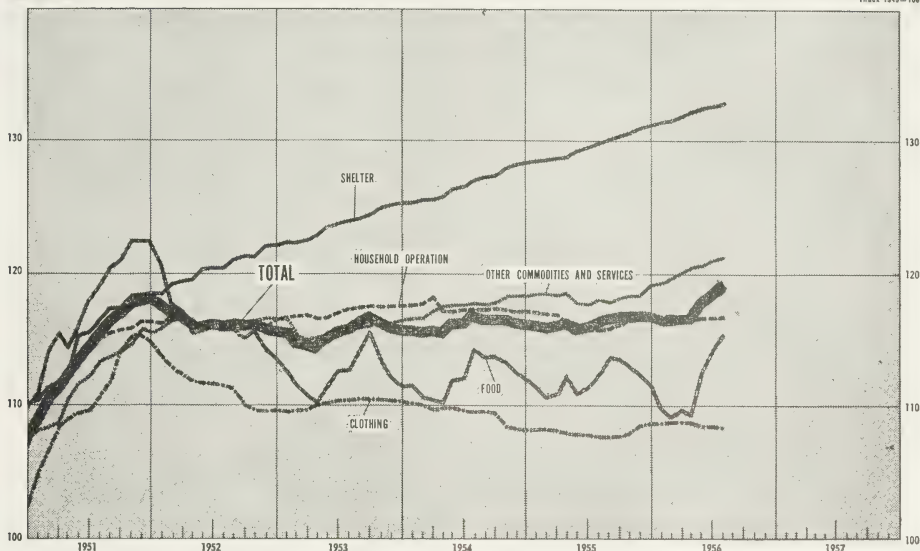
\*See Tables F-1 and F-2 at back of book.



# CONSUMER PRICE INDEX FROM JANUARY 1951

Index 1949=100

Index 1949=100



The household operation index rose slightly from 116.7 to 116.8. Higher prices for soaps, detergents, a number of kitchen utensils and coal were just sufficient to offset declines in furniture.

Other commodities and services advanced from 121.1 to 121.3. Hospitals in a number of eastern cities reported increased rates. Gasoline prices also increased in Eastern Canada. Some drug and personal care items were higher, as were men's haircuts.

The index for August 1955 was 116.4. Group indexes on that date were: food 112.4, shelter 129.8, clothing 107.8, household operation 115.8, and other commodities and services 118.0.

## City Consumer Price Indexes, July 1956

Consumer price indexes (1949=100) were higher in all ten regional cities between June and July 1956.

In five of these cities—Montreal, Toronto, Winnipeg, Edmonton-Calgary and Vancouver—increases equalled or exceeded the 0.6-per-cent increase recorded by the Canada index in the same period, while in the remaining five increases were less.

Upward movements in the food indexes were mainly responsible for the increases in the total city indexes. Although prices were higher for a wide range of food items,

price changes for a small number of foods, particularly potatoes, were of most consequence. Potatoes were up in all ten cities, the increases ranging from minor in the four coastal cities to substantial in the six inland cities. Bread prices increased in Montreal, Ottawa, Toronto and Vancouver. Further price increases for eggs occurred in all cities. Coffee prices continued their upward movement in all regions. Further moderate increases for all meat items were in advance from St. John's to Vancouver.

The increase in the food index for Halifax was the smallest in all ten regional cities. In Ottawa, the increase in the clothing index was the largest in all ten cities. A substantial increase in the household operation index in Vancouver was the result of considerably higher wood and sawdust fuel prices, due to local shortages, which outweighed a small decline in appliance prices.

Regional consumer price index point changes between June and July were as follows: Toronto +1.1 to 121.5; Montreal +1.0 to 119.1; Winnipeg +1.0 to 117.6; Vancouver +0.9 to 119.3; Edmonton-Calgary +0.8 to 115.7; Ottawa +0.6 to 119.4; St. John's +0.5 to 108.1;\* Saint John +0.5 to 118.7; Halifax +0.4 to 116.0; Saskatoon-Regina +0.4 to 115.6.

\*On base June 51=100.

## Wholesale Prices, July 1956

Canada's general wholesale price index (1935-39=100) remained practically unchanged in July, moving to 226.6 from June's 226.5. It was, however, 3.8 per cent above last year's July figure of 218.4.

The seeming stability in the index between June and July is largely due to the fact that sharp decreases in the prices of copper and copper products, reflected in non-ferrous metals, very nearly balanced fairly substantial increases in the vegetable and animal products groups. Movements in the remaining five component groups were moderate, two registering gains and three losses.

An increase of 1.6 per cent to 202.7 in vegetable products was caused largely by an increase in potato prices. Animal products rose 1.4 per cent to 232.8 when prices of livestock and meats continued the upward trend of the past three months. Increases in petroleum products, coal, coke, pottery, lime, cement, asphalt and plaster moved non-metallic minerals up 0.6 per cent to 180.3. Iron and its products advanced slightly to 235.9, an increase in cast iron pipe slightly outweighing a decrease in scrap steel.

Non-ferrous metals fell 5.2 per cent to 195.3 due to a sharp drop in copper and its products and lesser declines in gold and silver, while tin advanced slightly. Fibres, textiles and textile products receded 0.4 per cent to 228.7 as decreases in raw cotton, cotton fabrics, cotton yarns, wool cloth and imported raw wool overbalanced an increase in domestic raw wool. Wood, wood products and paper showed a drop of 0.2 per cent to 304.4 when decreases occurred for newsprint, wood pulp, fir dimension and cedar shingles, while spruce lumber increased slightly. Chemicals and allied products fell 0.1 per cent to 181.0.

The index of Canadian farm products at terminal markets rose 4.3 per cent

between June and July from 217.2 to 226.6. The advance reflected increases of 7.8 per cent in the field products index from 182.6 to 196.9, and 1.9 per cent in the animal products index from 251.7 to 256.4.

**The residential building material prices** Index (1935-39=100) was fractionally lower at 293.9, compared with 294.1 a month earlier, while the index of non-residential construction material prices (1949=100) also moved down from 127.5 to 127.1.

## U.S. Consumer Price Index, July 1956

The United States consumer price index (1947-49=100) soared 0.7 per cent between mid-June and mid-July, topping the record high set the month before. The index, compiled by the Bureau of Labor Statistics, U.S. Department of Labor, rose to 117.0 from mid-June's 116.2.

The latest increase was the fifth consecutive monthly rise and the third of unusual magnitude. The preceding rise was also 0.7 per cent; the one before that, 0.4 per cent. For nearly three years the index had moved in a narrow range, the movement each month seldom exceeding 0.1 or 0.2 per cent.

The food component rose 1.4 per cent between mid-June and mid-July; the transportation component, 0.7 per cent. The food index, at 114.0, reached its highest level since November 1952.

The total index one year earlier (July 1955) was 114.7.

## U.K. Index of Retail Prices, May 1956

The United Kingdom index of retail prices (Jan. 17, 1956=100), compiled by the Ministry of Labour, declined from 102.7 to 102.5 between mid-April and mid-May. It was the first drop in the index since its revision from the former base, January 15, 1952, to the new base, January 17, 1956.

---

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department

of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

## Accident Prevention

1. U.S. DEPARTMENT OF THE ARMY. *Safety on the Job*. Washington, G.P.O., 1954. Pp. 23.

At head of title: Supervisor Development Program Basic Course.

This booklet explains the meaning of job safety and suggests methods of preventing and correcting unsatisfactory conditions.

2. U.S. PUBLIC HEALTH SERVICE. DIVISION OF SANITATION. *Home Accident Prevention; a Guide for Health Workers*, by Frederick S. Kent and Madeline Pershing. Washington, G.P.O., 1953. Pp. 75.

"This booklet is intended as an outline and guide for discussions or programs on home accidents—their numbers, types, causes, and prevention." Cf. Preface.

## Agriculture

3. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Economic Policy for American Agriculture*. A Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development. New York, 1956. Pp. 40.

This is a discussion of current farm problems and suggestions for their solution.

4. U.S. DEPARTMENT OF AGRICULTURE. *Development of Agriculture's Human Resources; a Report on Problems of Low-Income Farmers*. Prepared for the Secretary of Agriculture. Washington, G.P.O., 1955. Pp. 44.

The reasons for low income among farmers include lack of enough good land, lack of equipment, lack of credit facilities and lack of technical information. The report recommends, in some cases, getting a part-time or full-time job away from the farm.

## Arbitration, Industrial

5. AUSTRALIA. COURT OF CONCILIATION AND ARBITRATION. *Seventh Annual Report by the Chief Judge of the Commonwealth Court of Conciliation and Arbitration in Pursuance of Section 108 of the Conciliation and Arbitration Act 1904-1952 for the Period 1st October, 1953, to 30th September, 1954*. Canberra, Government Printer, 1955. Pp. 14.

6. ROBERTS, HAROLD SELIG. *Essentials of Labor Arbitration*. Rev. ed. Honolulu, Industrial Relations Center, University of Hawaii, 1955. Pp. 39.

The author intends this booklet as a guide in explaining the functions of arbitration and to forestall its use as a substitute for collective bargaining.

7. GRAHAM, BENJAMIN. *The Interpretation of Financial Statements*, by Benjamin Graham and Charles McGolrick. Rev. ed. New York, Harper, 1955. Pp. 114.

"A full financial statement contains two major parts: an income account and a balance sheet. The income account shows the earnings for the period covered, while the balance sheet sets forth 'the financial position' at the closing date." This book also contains definitions of financial terms and phrases.

8. HOAD, WILLIAM MARVIN. *Third Small Business Case Book*. Cases edited by Anna G. Sparrow. Ann Arbor, Bureau of Business Research, School of Business Administration, University of Michigan, 1955. Pp. 287.

"This volume consists of a collection of actual cases that typify the problems facing the small business operator of today." Cf. Foreword.

9. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Conference Board Economic Forum presents: The Business Outlook, 1956*. New York, 1955. Pp. 96.

The Economic Forum thinks that there will be signs of the economic boom slowing down by mid-1956.

## Civil Service

10. GREAT BRITAIN. ROYAL COMMISSION ON THE CIVIL SERVICE (1953-1955). *Report*. London, H.M.S.O., 1955. Pp. 238.

The terms of reference of the Commission were:

"(a) whether any changes are desirable in the principles which should govern pay...;

(b) whether any changes are desirable in the hours of work, arrangements for overtime and remuneration for extra duty, and annual leave allowances;

(c) whether any changes are desirable within the framework of the existing superannuation scheme."

11. U.S. CIVIL SERVICE COMMISSION. *Political Activity of Federal Officers and Employees*. Washington, G.P.O., 1955. Pp. 32.

This pamphlet explains which federal officers and employees may or may not engage in political activities.

12. U.S. DEPARTMENT OF AGRICULTURE. *Essentials of Good Management, Better Public Service through Better Management*. Washington, G.P.O., 1955. Pp. 36.

This pamphlet discusses proved methods of management rather than theoretical applications.



## Collective Bargaining

13. DERBER, MILTON. *Labor-Management Relations at the Plant Level under Industry-Wide Bargaining; a Study of the Engineering (Metal-Working) Industry in Birmingham, England.* Chicago? 1956, c1955. Pp. 130.

The author confined his study to ten establishments in the metal-working industry in Birmingham.

14. GLOCK, MARGARET S. *Collective Bargaining in the Pacific Northwest Lumber Industry.* Berkeley, Institute of Industrial Relations, University of California, 1955. Pp. 62.

Two unions, the Lumber and Sawmill Workers (AFL) affiliated with the United Brotherhood of Carpenters and Joiners of America, and the International Woodworkers of America (CIO) have organized most of the lumberworkers in the Pacific Northwest. Rivalry between the two unions has affected collective bargaining.

## Education

15. AMERICAN COUNCIL ON EDUCATION. *Action under Way to meet the Rising Tide of Enrolment in American Colleges and Universities.* Reports at the annual meeting, October 6, 1955. Washington, 1956. Pp. 36.

An analysis of state planning programs in the various states.

16. U.S. OFFICE OF EDUCATION. *Distributive Education for Adults; Guide for Part-Time Instructors.* Washington, G.P.O., 1955. Pp. 20.

"Distributive education is concerned with training people engaged in the distribution of products of farm and factory at retail, and wholesale levels, and those who work in the service trades."

17. U.S. OFFICE OF EDUCATION. *Distributive Education for Adults; Selection and Training of Part-Time Instructors.* Washington, G.P.O., 1955. Pp. 28.

This manual is intended for the use of those who are training adults in the distributive trades.

18. U.S. OFFICE OF EDUCATION. *Distributive Education for Youth; Work Experience Laboratories.* Washington, G.P.O., 1956. Pp. 19.

This booklet is about co-operative education.

"Under the co-operative plan of systematic school and work preparation for careers in distributive occupations the student attends organized classes in school part time and works in business establishments in the community part time."

19. VENABLES, P. F. R. *Technical Education, its Aims, Organization and Future Development.* With Five Chapters by Specialist Authors. London, G. Bell and Sons, Ltd., 1955. Pp. 645.

A survey of technical, commercial and art education in Great Britain.

20. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Status of the Teaching Profession.* Washington, 1955. Pp. 29.

Each of the national teachers' associations belonging to WCOTP was asked for information on three questions concerning: (1) the most important improvement in the status of the profession in the last five years; (2) the area most urgently needing improvement; and (3) activities which WCOTP might undertake in order to improve the status of the profession. This pamphlet contains a summary of the answers to the questionnaire.

## Employment Management

21. BELLOWES, ROGER MARION. *Case Problems in Personnel Management.* Dubuque, Iowa, Wm. C. Brown Company, 1955. Pp. 154, 60.

The case problems in this book "are designed to enable the student to appreciate the uses and limitations of methods, as well as afford him practice in analyzing problems similar to those which he would encounter in day-to-day experience."

22. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Downward Communications.* Washington, 1956. Pp. 14.

Some methods of communicating with employees are personal contacts by foremen and supervisors, bulletin boards, letters to employees' homes, house organs, employees' meetings, stories in the local newspapers, and films.

23. RESEARCH COUNCIL FOR ECONOMIC SECURITY. *Absenteeism; a Report of the Discussions at the Seminar and Workshops, Highland Park, Illinois, November 22-23, 1954, together with Selections from the Exhibits used and Additional Specially Adapted Source Material.* Chicago, 1955. Pp. 87.

Partial Contents: Identifying and Measuring Absenteeism. Evaluating the Absentee Records. Control of Absenteeism. Controlling and Preventing Illness Absence.

24. U.S. DEPARTMENT OF THE ARMY. *Better Employee Utilization through Planned Promotion Programs.* Washington, G.P.O., 1954. Pp. 40.

This pamphlet points out that a good promotion program attracts and retains efficient workers. Production and morale is kept at a high level and turn over is at a minimum. Promotion permits the filling of positions with persons of known ability.

25. U.S. DEPARTMENT OF THE ARMY. *Building Good Relationships*. Washington, G.P.O., 1954. Pp. 24.

This pamphlet tells how to maintain good employee morale. It also suggests some incentives which management can introduce.

26. U.S. DEPARTMENT OF THE ARMY. *Effective Use of Time*. Washington, G.P.O., 1954. Pp. 19.

This booklet "covers causes of lost or misspent time and methods of planning for more effective use of time."

27. U.S. DEPARTMENT OF THE ARMY. *Establishing a Job*. Washington, G.P.O., 1954. Pp. 14.

"This outline covers the part the supervisor plays in setting up a new job in his unit. It points out his responsibility for knowing exactly what he needs and sources of help in making the determination."

28. U.S. DEPARTMENT OF THE ARMY. *Getting ready to train Employees*. Washington, G.P.O., 1955. Pp. 17.

This booklet is designed to help the supervisor to prepare for job training.

29. U.S. DEPARTMENT OF THE ARMY. *Handling Behavior Problems*. Washington, G.P.O., 1955. Pp. 27.

This booklet suggests ways of dealing with unacceptable behavior.

## Employment Statistics

30. CLAGUE, EWAN. *Figuring Employment and Unemployment Statistics*. A Paper given...at the 7th Annual Labor Conference of the University of Minnesota, Feb. 1955. New York, New York Regional Office, Bureau of Labor Statistics, 1955. Pp. 20.

The author tells how the U.S. Dept. of Labor compiles statistics on employment and unemployment.

31. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC. *Employment and Unemployment Statistics*. Hearings before the Subcommittee on Economic Statistics of the Joint Committee on the Economic Report, Congress of the United States, Eighty-fourth Congress, first session, pursuant to sec. 5(a) of Public law 304, 79th Congress. November 7 and 8, 1955. Washington, G.P.O., 1955. Pp. 167.

The Subcommittee on Economic Statistics held hearings "to discuss the development and adequacy of the current programs in the field of employment and unemployment statistics".

## Foremanship

32. FLEISHMAN, EDWIN A. *Leadership and Supervision in Industry; an Evaluation of a Supervisory Training Program*, by

Edwin A. Fleishman, Edwin F. Harris and Harold E. Burt. Columbus, Ohio State University, 1955. Pp. 110.

"This volume describes a research study of the leadership of the first-line industrial supervisor. It notes how that leadership is influenced by a systematic training program for foremen and also by the leadership of the foreman's own boss. It determines the relationship of the different kinds of leadership to the efficiency and morale of the workers."

33. U.S. DEPARTMENT OF THE ARMY. *Introduction to Supervision*. Washington, G.P.O., 1955. Pp. 54.

This booklet contains outlines for five group conferences, 1½ to 2 hours in length, and suggestions for on-the-job training. It is designed for newly assigned, inexperienced supervisors to enable them to understand and to carry out their responsibilities effectively.

## Industrial Relations

34. INDUSTRIAL RELATIONS COUNSELORS, INC. *Proceedings of a Conference commemorating the Twenty-Fifth Anniversary of Industrial Relations Counselors, Inc., Waldorf-Astoria Hotel, New York City, May 22, 1951*. New York, 1951. Pp. 66.

Contents: Manpower and the Emergency, by J. Douglas Brown. Impact of Government on Industrial Relations, by John C. Gall. The Older Worker, the Coming Problem in Industrial Relations, by Edward J. Stieglitz.

35. KERR, CLARK. *Industrial Relations and the Liberal Pluralist*. Berkeley, University of California, Institute of Industrial Relations, 1955. Pp. 15.

The author discusses the increasing importance of industrialization and its effect on relationships among men.

## Insurance, Unemployment

36. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Supplemental Unemployment Benefit Plans, Texts, Analyses, Comparison Charts, Arguments Pro and Con, Rulings of State Agencies*. Washington, c1956. Pp. 187.

"This manual is concerned with the first substantive results of the all-out union drive for the guaranteed annual wage: the negotiation of collective bargaining agreements providing for benefits to alleviate wage loss during layoffs..." Cf. Preface.

37. GREAT BRITAIN. NATIONAL INSURANCE ADVISORY COMMITTEE. *Benefit for Very Short Spells of Unemployment or Sickness; Report in Accordance with Section 41(3) of the National Insurance Act, 1946*. London, H.M.S.O., 1955. Pp. 43.

The Committee's terms of reference for this question were "to consider whether the provisions governing the payment of National

Insurance benefits for very short spells of unemployment or sickness are the most appropriate, particularly in those cases where a claimant is also receiving payments from an employer, and, if not, to make any recommendations which do not increase the liability of the Fund for those two benefits."

38. RESEARCH COUNCIL FOR ECONOMIC SECURITY. *Unemployment Compensation, a Graphic Review*. Chicago, 1955. Pp. 56.

A study of unemployment insurance in the U.S.A. between 1939 and 1954.

39. WATSON, ANDREW D. *The Principles that should govern the Structure and Provisions of a Scheme of Unemployment Insurance*. Rev. ed. Ottawa, Queen's Printer, 1954. Pp. 45.

The author was formerly Chief Actuary, Department of Insurance.

## International Labour Organization

40. BROWN, ARTHUR HUNTINGTON. *International Labour Organization*. Ottawa, Dept. of Labour, 1956. 2 Parts.

Canada at work broadcast Nos. 599 and 601.

41. INTERNATIONAL LABOUR CONFERENCE. 38th, GENEVA, 1955. DELEGATION FROM GREAT BRITAIN. *International Labour Conference, 38th Session, Geneva, 1st-23rd June, 1955. Report by the Delegates of H.M. Government in the United Kingdom of Great Britain and Northern Ireland*. London, H.M.S.O., 1955. Pp. 46.

## Labour Laws and Legislation

42. HOLLY, JOHN FRED. *Protective Labor Legislation and its Administration in Tennessee*, by J. Fred Holly and Bevars D. Mabry. Knoxville, University of Tennessee Press, 1955. Pp. 216.

This is a study of labor legislation and its administration in Tennessee and of the Tennessee Department of Labor.

43. WITTE, EDWIN EMIL. *The Development of Labor Legislation and its Effect upon the Welfare of the American Workman*. Urbana, University of Illinois, Institute of Labor and Industrial Relations, 1954. Pp. 24.

The author discusses some of the restrictions on labor of the Taft-Hartley Act.

44. WITTE, EDWIN EMIL. *The Relation of Labor Standards in the United States to I.L.O. Standards*. Madison, University of Wisconsin, 1955. Pp. 669-675.

The author points out the difficulty of establishing uniform labour and social security legislation in the United States because each state has its own system. In many respects, the International Labour Organization labor standards are higher than those in the United States.

## Labour Organization

45. HILL, JAMES DAVID. *A Brief History of the Labor Movement of Studebaker Local No. 5. U.A.W.-C.I.O.* South Bend, Ind.; Studebaker Local No. 5, Education and Publicity Committee, 1953. Pp. 71.

This booklet traces the activities of Local No. 5, UAW-CIO from 1929 to February 1953.

46. MANITOBA PROVINCIAL FEDERATION OF LABOUR. *Report of Proceedings, First Annual Convention held in...Winnipeg, November 19th, 20th, 1955*. Winnipeg, 1955. Pp. 35.

47. VESTER, HORATIO. *Trade Unions and the Law*, by Horatio Vester and Anthony H. Gardner. London, Methuen, 1955. Pp. 120.

This book reviews British trade union law and describes the law as it concerns unions today.

48. WOLMAN, LEO. *Labor Monopoly and its Implications to a Free Society*. New York, National Association of Manufacturers, 1956? Pp. 11.

The author alleges that "the acknowledged purpose of the organization of labor is achievement of monopoly through the reduction or elimination of competition in the labor market".

## Labour Supply

49. AMERICAN MANAGEMENT ASSOCIATION. *Meeting Production's Manpower Needs: Man-Hour Utilization, Management Development*. New York, 1955. Pp. 39.

Contents: A Production Management's Approach to Man-Hour Utilization, by W. W. Gilmore. The Manpower Development Program at the Marinette Paper Company, by J. W. Shimp. Meeting the Manpower Shortage at Columbia Records, by J. H. Hunter. Finding and stimulating Managerial Ability in Heinz' Production Division, by F. Y. Tiernan. The Gary Steel Works Management Institute, by J. H. Vohr. The Potential Power of Middle Management—on and off the job, by W. G. Caples.

50. NATIONAL MANPOWER COUNCIL. *A Report on the National Manpower Council*. With an Appendix on the Conservation of Human Resources Project. New York, Graduate School of Business, Columbia University, 1954. Pp. 48, 3.

This is the story of the National Manpower Council and its work from its formation early in 1951 till November 1954.

## Labouring Classes

51. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *An Education Program for Union Women; an Experiment conducted...as Part of its*



*Inter-University Labor Education Committee Program.* Champaign, Ill., 1954. Pp. 64.

Between January 1953 and May 1954 the Institute of Labor and Industrial Relations of the University of Illinois conducted three education programs on unionism and public affairs for wives of union members and women trade unionists. This is the story of how the experiment worked out.

52. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Workers' Fists against Soviet Steel.* Brussels, 1953. Pp. 36.

The story of the revolt of German workers in East Germany against the State government, the Communist Party and the Communist-controlled trade unions in June 1953.

53. LUNDQUIST, BEN. *The Story of Labor in American History; a Resource Unit for Senior High School American History.* Prepared by Ben Lundquist, Walter H. Uphoff and Vernon G. Smith. St. Paul, Minnesota State Federation of Labor, 1955. Pp. 28.

This pamphlet is prepared for American teachers of the social studies so that they might help high school students to get a better understanding of the part labour plays in American life.

54. NEW YORK (STATE). LEGISLATURE. JOINT COMMITTEE ON INDUSTRIAL AND LABOR CONDITIONS. *Report for the Year 1954-55.* Albany, Williams Press, 1955. Pp. 129.

55. SAPOSS, DAVID JOSEPH. *Labor in Western Europe.* Two addresses delivered at the University of California: 1. *Current Trade-Union Movements of Western Europe*; 2. *Recent Labor Political Action in Western Europe.* Berkeley, University of California, Institute of Industrial Relations, 1955. Pp. 297-313; 451-466.

The author states that the least effective labour movements in Western Europe are in France and Italy, where the dominant trade-union federations are controlled by the Communists.

56. WITTE, EDWIN EMIL. *Labor in Politics*; Address at the Meeting of the Mid-West Economics Association at Omaha, April 15, 1955. Madison, Wis., 1955. Pp. 17.

The author concludes that organized labour is seldom able to influence the outcome of elections on the national or state level.

## Moving Pictures in Industry

57. GLEESON, J. R. *Films in Industry.* Ottawa, Dept. of Labour, 1955. Pp. 4.

Canada at work broadcast No. 591.

58. MARSHALL, C. W. *Film Services to Canadian Industry.* Ottawa, Dept. of Labour, 1956. Pp. 3.

Canada at work broadcast No. 593.

## Older Workers

59. LINDEN, MAURICE E. *Tensions created by the Increasing Span of Life.* Speech read before the Atlantic County Association for Mental Health, Inc., in Atlantic City, N.J., on May 9, 1955 during Meeting of the American Psychiatric Association, Philadelphia, Division of Mental Health, Dept. of Public Health, 1955. Pp. 16.

The talk is about some sociological and psychological factors which concern the welfare of older persons.

60. NEW YORK (STATE) DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Occupational Patterns of Older Workers, 1940 and 1950*, by Carl Raushenbush and Abraham J. Berman. New York, 1955. Pp. 79.

"This study analyzes the employment opportunities of older men and women in various occupations, and the changes in these opportunities between 1940 and 1950."

61. RESEARCH COUNCIL FOR ECONOMIC SECURITY. *Views and Ideas: Review of Recent Comments and Ideas, Aging.* Chicago, 1955. Pp. 52.

Contents: Views and Ideas on Aging. Financial Security. Health Security. Social Security. Responsibility for the Aging.

62. U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE. DIVISION OF STATE MERIT SYSTEMS. *Problems of Mandatory and Variable Retirement Ages in State Employment.* Washington? 1954. Pp. 10.

## Pensions

63. COMMERCE CLEARING HOUSE. *Proposed Regulations on Qualified Retirement Plans.* Chicago, 1955. Pp. 48.

"This report contains the proposed Regulations on qualification of retirement plans for deduction of contributions and exemption from tax of the funds' incomes. They are approved for filing in the Federal Register."

64. MAINWARING, JOHN. *Industrial Pension Plans in Canada.* Ottawa, Dept. of Labour, 1955. Pp. 5.

Canada at work broadcast No. 589.

## Productivity

65. BRITISH PRODUCTIVITY COUNCIL. *Fuel Conservation and Productivity.* London, 1955. Pp. 23.

This pamphlet states that fuel shortage in Great Britain may hinder economic progress.

66. EUROPEAN PRODUCTIVITY AGENCY. *Report of the Second Meeting of Technical Information Officers held... in Frankfurt from 2nd to 6th May 1955.* Paris, 1955. Pp. 86.

On cover: Technical Information Service in Europe...

At this conference the participants discussed technical information services in Germany and also current and future activities of the European Productivity Agency in the field of technical information.

67. GALENSON, WALTER. *Investment Criteria, Productivity, and Economic Development*, by Walter Galenson and Harvey Leibenstein. Berkeley, University of California, Institute of Industrial Relations, 1955. Pp. 343-370.

The authors state that "successful economic development under present conditions, particularly in the face of gross backwardness, hinges largely upon the introduction of modern technology upon as large a scale as possible."

68. GOLD, BELA. *Foundations of Productivity Analysis; Guides to Economic Theory and Managerial Control.* Pittsburgh, University of Pittsburgh Press, 1955. Pp. 303.

This book is divided into five parts. Titles of five parts are: Part A. Productivity Analysis Objectives and Methods; Part B. Productivity Components and Their Interrelationships; Part C. Sources and Nature of Productivity Adjustments; Part D. Alternative Allocations and Effects of Productivity Adjustments; Part E. Productivity Adjustments and the Larger Framework of Decision-Making.

## Social Security

69. BARBER, CLARENCE L. *The Cost of Public Welfare Expenditures to Canadians.* With preface by: W. A. Mackintosh and a Critique of Dr. Barber's Paper by D. C. MacGregor. Toronto, Gilbert Jackson and Associates, 1955. Pp. 5, 15, 46.

"Dr. Barber argues that the added cost of the whole public assistance program (\$1,250,000,000 a year) would lead to an extremely harmful level of taxation, would impair the country's ability to pay for national defence out of taxes, and hence render it more vulnerable to inflation in the event of war." Cf. A Critique of Dr. Barber's paper, by D. C. MacGregor.

70. GREAT BRITAIN. NATIONAL INSURANCE ADVISORY COMMITTEE. *Report in Accordance with Section 41(3) of the National Insurance Act, 1946 on the Question of Widow's Benefits.* London, H.M.S.O., 1956. Pp. 43.

This report reviews the present provisions (other than the contribution conditions and rates of benefit) governing widow's benefits.

71. HAYES, ALBERT JOHN. *A New Look at Health Insurance.* Washington, International Association of Machinists, 1955. Pp. 14.

The author feels that unless some economical form of health insurance is established then a national health insurance scheme is the alternative.

72. INTERNATIONAL LABOUR OFFICE. *The Financing of Social Security.* Third Item on the Agenda. Geneva, 1954. Pp. 154.

At head of title: Report 3. International Labour Organization. European Regional Conference, 1955.

This report contains information on the experience of European countries in financing social security, and the legislation pertaining to it.

73. NEW BRUNSWICK. DEPARTMENT OF HEALTH AND SOCIAL SERVICES. *First Annual Report of the Chief Welfare Officer... for the Fiscal Year ended March 31st, 1955.* Fredericton, 1955. Pp. 38.

74. UNITED NATIONS. TECHNICAL ASSISTANCE ADMINISTRATION. *Social Welfare Project.* Prepared for the Government of Pakistan by Elmina R. Lucke. New York, 1955. Pp. 41.

The author and other social workers went to Pakistan for the U.N. Technical Assistance Administration to advise on social welfare work.

75. WITTE, EDWIN EMIL. *The Changing Role of Labor, Management, and Government in the Quest for Security, an Address.* Detroit, Wayne University, Institute of Industrial Relations, 1955. Pp. 14.

A talk about social security in the U.S.

## Statistics

76. AMERICAN STATISTICAL ASSOCIATION. BUSINESS AND ECONOMIC STATISTICS SECTION. *Proceedings.* Papers presented at the 114th Annual Meeting of the American Statistical Association under the Sponsorship of the Business and Economic Statistics Section, September 10-13, 1954 at Montreal, Canada. Washington, 1954. Pp. 255.

Partial Contents: Measuring the Effects of Social Payments on the Economy. The Business Outlook. The Canadian Balance of International Payments. Consumer Survey Data as a Method of forecasting Economic Fluctuations. Economic Forecasting Techniques. The Reliability and Meaning of Employment and Unemployment Statistics. Measuring the Effect of Pension Funds on the Economy. Determinants of Productivity Levels.

77. FRANCE. INSTITUT NATIONAL DE LA STATISTIQUE ET DES ETUDES ECONOMIQUES. *Annuaire Statistique de la France, 1954*. Paris, Imprimerie Nationale, 1955. Pp. 360, 142.

78. GERMANY (FEDERAL REPUBLIC, 1949- ) STATISTICAL OFFICE. *Federal Statistics; the Activities of the Federal Statistical Office and the Statistics processed by the Supreme Federal Authorities*. Position on 31 December, 1953. Stuttgart, W. Kohlhammer, 1954. Pp. 88.

79. U.S. CONGRESS. JOINT COMMITTEE OF THE ECONOMIC REPORT. *1955 Report of the Subcommittee on Economic Statistics to the Joint Committee on the Economic Report, Congress of the United States*. Washington, G.P.O., 1955. Pp. 21.

"This report presents the findings and recommendations of the subcommittee based upon hearings and studies conducted by the subcommittee during 1955."

## Wages and Hours

80. EDITORIAL RESEARCH REPORTS. *Wages, Prices, Profits*, by Helen B. Shaffer. Washington, 1955. Pp. 751-768.

A review of wages, prices and profits in the U.S. in 1955.

81. NIGAM, S. B. L. *State Regulation of Minimum Wages; a Study of the Methods and Principles with Special Reference to India*. Bombay, Asia Publishing House, 1955. Pp. 352.

"The purpose of this study is to examine, with special reference to minimum rates for low-paid labour, the methods and principles of state regulation of wages adopted in different countries and then to consider how far they can be applied in India." Cf. Preface.

82. U.S. BUREAU OF LABOR STATISTICS. *Earnings of Communications Workers, October 1954: Class A Telephone Carriers, Western Union Telegraph Co., Radio-Telegraph Carriers, Ocean-Cable Carriers*. Washington, 1955. Pp. 10.

83. U.S. BUREAU OF LABOR STATISTICS. *Occupational Wage Survey*. Washington, G.P.O., 1956. 9 Volumes.

Contents: 1. Dallas, Texas, Oct. 1955. 2. Detroit, Mich., Oct. 1955. 3. Milwaukee, Wisc., Nov. 1955. 4. Philadelphia, Penn., Nov. 1955. 5. New Orleans, La., Nov. 1955. 6. Denver, Colo., Dec. 1955. 7. San Francisco-Oakland, Cal., Jan. 1956. 8. Minneapolis-St. Paul, Minn., Dec. 1955. 9. St. Louis, Missouri, Feb. 1956.

84. U.S. BUREAU OF LABOR STATISTICS. *Wages and Related Benefits, 17 Labor Markets, 1954-55*. Washington, G.P.O., 1956. Pp. 69.

This is a survey made in 16 states in late 1954 and early 1955 of 17 areas having a combined population of about 36 million in 1950.

## Women-Employment

85. OPEN DOOR INTERNATIONAL FOR THE ECONOMIC EMANCIPATION OF THE WOMAN WORKER. *Report of the Ninth Conference held at Oxford, July 26th-30th, 1954*. Oslo, 1954.

Among the topics discussed at this conference were part-time work, the rights of women workers, and equal pay for equal work.

86. SASKATCHEWAN. BUREAU OF PUBLICATIONS. *Women's and Children's Rights in Saskatchewan*. Saskatoon, 1955? Pp. 43.

A summary of Saskatchewan legislation which establishes the rights and privileges of women and children.

87. U.S. WOMEN'S BUREAU. *Programs and Services of the Women's Bureau; How to use Them ...* Washington, G.P.O., 1955. Pp. 17.

## Youth

88. CANADIAN MARKETING ANALYSIS LTD. *The Liberty Study on Young Canada, a Motivational Study of Canadians between the Ages of Fifteen and Twenty Years*. Prepared for Liberty Magazine. Toronto, n.d., 1955? Pp. 48.

"This research is an investigation into the attitudes, behaviors and motivations of a group of Canadians; urban young people, between the ages of 15 years and 20 years."

89. U.S. CHILDREN'S BUREAU. *The Adolescent in Your Family*. Rev. ed. Washington, G.P.O., 1955. Pp. 110.

## Miscellaneous

90. CANADA. ROYAL COMMISSION ON NATIONAL DEVELOPMENT IN THE ARTS, LETTERS AND SCIENCES. *Royal Commission Studies; a Selection of Essays prepared for the Royal Commission on National Development in the Arts, Letters and Sciences*. Ottawa, King's Printer, 1951. Pp. 340.

91. CONFERENCE ON CANADIAN AID TO UNDERDEVELOPED COUNTRIES, OTTAWA, 1955. *Conference on Canadian Aid to Underdeveloped Countries held at the Chateau Laurier Hotel, Ottawa, May 27-28, 1955*. Ottawa, United Nations Association in Canada, 1955. Pp. 40.

The Conference discussed the question of technical assistance for underdeveloped countries.



92. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Economic Systems in Change*. Brussels, 1954. Pp. 116.

A survey of economic systems in the world.

93. MICHIGAN. UNIVERSITY. DETROIT AREA STUDY. *The Division of Household Tasks between Husbands and Wives in the Detroit Area*. Ann Arbor, 1955. Pp. 3.

94. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Conference Board Economic Forum presents: The Economics of Consumer Debt*. New York, 1955. Pp. 84.

The Economic Forum agreed that: 1. The position of total consumer debt is not alarming; 2. Consumer debt has increased very much recently; 3. The increased savings of American families can handle a larger debt load; 4. Credit terms for the consumer have been made easier.

95. ROSS, MURRAY G. *Community Organization, Theory and Principles*. New York, Harper, c1955. Pp. 239.

The author has attempted "to set forth a conception of the community organization

process, to describe its nature, and to outline principles which facilitate its development." Cf. Preface.

96. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal 1956*. Toronto, 1956. Pp. 84.

This issue contains two articles on the guaranteed annual wage. These articles are: The guaranteed wage issue: a Canadian appraisal, by W. Wallace Goforth, and, The GAW: a labor viewpoint, by A. Andras.

97. U.S. CONGRESS. JOINT COMMITTEE ON THE ECONOMIC REPORT. *Joint Economic Report; Report...on the January 1956 Economic Report of the President with Supplemental and Minority Views and the Economic Outlook for 1956*, prepared by the Committee Staff, 84th Cong., 2d Sess. Washington, G.P.O., 1956. Pp. 116.

98. U.S. DEPARTMENT OF THE ARMY. *Care of Materials and Equipment*. Washington, G.P.O., 1954. Pp. 17.

This booklet "analyzes the causes of improper care or misuse of Government property and offers suggestions by which the supervisor can effect economies."

---

## Cornell University Publishes Guide to Labour Union Periodicals

A book that lists more than 1,700 current and non-current labour union periodicals published in the United States and Canada, and names the libraries in which they may be found, has been published by Cornell University (*American Labor Union Periodicals: A Guide to Their Location*, \$7).

Part of the volume is devoted to periodicals of the federations, the national and international unions and their locals. Another section lists periodicals published by regional labour organizations.

Development of such a guide was first undertaken by the Committee of University Industrial Relations Librarians in 1947. At their first annual conference a co-operative project was launched to describe and locate files of union periodicals.

A preliminary edition was completed in 1953 and distributed to participating libraries. As the project developed, more libraries became interested and actively co-operated. The present volume resulted.

---

## Labour Conditions in Government Contracts

(Continued from page 1173)

Nos 11 & 20; Henry W Colten Ltd, painting of bridge No 13. *Windsor Ont*: Whelpton Electric Ltd, airport lighting installation; Eastern Construction Co Ltd, construction of sewage lift station & septic tank. *Gimli Man*: Bird Construction Co Ltd, additional development at airport. *Lawn Point B C*: Moncrieff Construction Co Ltd, construction of radio beacon bldg, power house & related work. *Coral Harbour N W T*: The Tower Co Ltd, installation of airport lighting. *Coral Harbour, Chesterfield Inlet, Alert, Resolute & Frobisher N W T*: The Tower Co Ltd, prefabrication & erection of various bldgs.

# Labour Statistics

	PAGE
Tables A-1 and A-2—Labour Force.....	1187
Table B-1—Labour Income.....	1188
Tables C-1 to C-6—Employment, Hours and Earnings.....	1189
Tables D-1 to D-5—Employment Service Statistics.....	1194
Tables E-1 to E-4—Unemployment Insurance.....	1204
Tables F-1 and F-2—Prices.....	1207
Tables G-1 and G-2—Strikes and Lockouts.....	1208

## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JUNE 23, 1956**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,764	115	433	1,609	2,126	1,007	474
Agricultural.....	809	*	46	172	217	345	24
Non-Agricultural.....	4,955	110	387	1,437	1,909	662	450
Males.....	4,423	97	339	1,266	1,570	794	357
Agricultural.....	759	*	43	169	201	319	22
Non-Agricultural.....	3,664	92	296	1,097	1,369	475	335
Females.....	1,341	18	94	343	556	213	117
Agricultural.....	50	*	*	*	16	26	*
Non-Agricultural.....	1,291	18	91	340	540	187	115
All Ages.....	5,764	115	433	1,609	2,126	1,007	474
14—19 years.....	589	14	42	203	208	85	37
20—24 years.....	744	18	58	235	253	130	50
25—44 years.....	2,638	54	192	732	970	464	226
45—64 years.....	1,565	27	118	390	604	284	142
65 years and over.....	228	*	23	49	91	44	19
<i>Persons with Jobs</i>							
All status groups.....	5,647	110	421	1,556	2,094	1,000	466
Males.....	4,329	93	328	1,222	1,545	790	351
Females.....	1,318	17	93	334	549	210	115
Agricultural.....	804	*	45	170	216	344	24
Non-Agricultural.....	4,843	105	376	1,386	1,878	656	442
Paid Workers.....	4,429	91	337	1,253	1,742	605	401
Males.....	3,233	76	256	941	1,236	429	295
Females.....	1,196	15	81	312	506	176	106
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	117	*	12	53	32	*	*
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,935	144	449	1,420	1,569	900	453
Males.....	899	36	94	227	257	180	105
Females.....	4,036	108	355	1,193	1,312	720	348

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

Source: D.B.S. Labour Force Survey

	Week Ended June 23, 1956		Week Ended May. 19, 1956		Week Ended June 18, 1955	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	130	121	181	170	175	162
Without Jobs.....	117	110	165	156	157	147
Under 1 month.....	50	—	43	—	54	—
1—3 months.....	33	—	59	—	44	—
4—6 months.....	17	—	42	—	27	—
7—12 months.....	10	—	14	—	23	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	13	11	16	14	18	15
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	11	10	12	*

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**B—Labour Income****TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1955—January.....	73	316	60	258	244	35	986
February.....	70	325	57	258	246	35	991
March.....	62	328	57	260	250	35	992
April.....	61	333	64	268	249	36	1,011
May.....	72	338	74	275	253	37	1,049
June.....	80	344	85	281	262	38	1,090
July.....	83	343	86	284	251	38	1,085
August.....	85	351	93	284	256	38	1,107
September.....	84	354	94	287	266	38	1,123
October.....	86	354	100	288	264	39	1,131
November.....	86	354	89	292	268	39	1,128
December.....	85	357	78	293	265	39	1,117
1956—January.....	75	349	71	280	263	39	1,077
February.....	79	353	69	282	264	38	1,090
March.....	70	365	69	284	266	39	1,093
April.....	68	371	78R	291	277	40	1,125R
May.....	78	377	89	301	281	40	1,166
June.....	89	381	105	311	288	41	1,215



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At April 1, employers in the principal non-agricultural industries reported a total employment of 2,570,951.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1953—Jan. 1.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1.....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1.....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1.....	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1.....	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1.....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1.....	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1.....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1.....	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1.....	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1.....	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.28
Aug. 1.....	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.18
Sept. 1.....	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.24
Oct. 1.....	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1.....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1.....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1.....	114.6	162.6	140.9	60.54	109.8	156.9	142.1	62.47
Feb. 1.....	112.3	164.0	145.3	62.43	110.2	164.0	147.9	65.05
Mar. 1.....	113.2	167.3	147.1	63.20	112.3	168.5	149.1	65.57
Apr. 1.....	113.5	168.4	147.6	63.43	113.4	171.2	150.1	66.02
May 1.....	115.2	172.3	148.8	63.93	114.1	174.2	151.7	66.70
June 1.....	119.3	178.1	148.6	63.83	115.2	175.3	151.1	66.46

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1 1956	May 1 1956	June 1 1955	June 1 1956	May 1 1956	June 1 1955
(a) Provinces						
Newfoundland.....	132.0	119.4	129.7	55.95	54.94	53.22
Prince Edward Island.....	111.9	102.3	117.4	49.24	47.24	47.11
Nova Scotia.....	101.3	93.7	96.5	52.38	53.14	50.63
New Brunswick.....	105.7	99.0	100.4	52.36	53.89	51.41
Quebec.....	117.1	113.3	110.6	61.35	61.21	57.93
Ontario.....	120.9	118.3	113.0	66.38	66.63	63.61
Manitoba.....	106.9	103.8	104.8	60.17	60.32	58.05
Saskatchewan.....	121.9	111.9	117.4	59.84	59.96	57.85
Alberta (including Northwest Territories).....	147.7	136.7	129.8	65.82	64.72	61.26
British Columbia (including Yukon).....	121.3	117.5	110.4	69.68	69.57	65.90
Canada.....	119.3	115.2	111.7	63.83	63.93	60.76
(b) Metropolitan Areas						
St. John's.....	122.1	113.5	112.6	45.60	45.92	44.80
Sydney.....	92.1	88.9	92.5	63.72	64.49	61.32
Halifax.....	114.9	114.1	108.5	51.45	50.80	49.61
Saint John.....	95.3	96.0	99.3	49.45	50.53	51.48
Quebec.....	108.7	107.9	107.5	54.71	52.67	50.96
Sherbrooke.....	100.7	102.3	103.5	53.00	53.93	49.70
Three Rivers.....	119.5	115.5	105.9	59.60	58.70	57.08
Drummondville.....	61.3	77.0	74.8	56.62	54.35	52.12
Montreal.....	119.3	117.7	113.0	62.65	62.73	59.21
Ottawa—Hull.....	119.0	116.0	113.9	58.75	58.02	55.91
Peterborough.....	104.0	101.4	95.0	68.34	68.88	63.58
Oshawa.....	180.2	177.4	161.1	78.32	83.86	70.54
Niagara Falls.....	122.3	119.5	122.4	71.45	72.47	66.75
St. Catharines.....	126.9	124.7	116.1	75.53	76.10	71.20
Toronto.....	127.2	125.9	120.7	67.47	67.53	64.33
Hamilton.....	114.6	112.6	104.9	69.99	69.20	65.50
Brantford.....	91.5	93.3	83.5	62.42	62.31	60.28
Galt.....	109.8	108.8	97.4	58.11	57.82	54.40
Kitchener.....	111.5	108.9	103.6	62.04	61.65	59.59
Sudbury.....	135.7	132.8	129.3	78.08	77.53	74.33
London.....	117.8	115.4	113.4	61.31	61.46	58.96
Sarnia.....	139.3	134.2	122.5	80.80	79.01	73.98
Windsor.....	106.7	109.9	107.4	65.93	72.34	75.68
Sault Ste. Marie.....	130.6	125.5	116.8	77.93	77.11	70.96
Ft. William—Pt. Arthur.....	114.5	111.6	109.3	65.87	65.22	64.18
Winnipeg.....	105.4	103.6	104.3	57.32	57.66	55.60
Regina.....	120.9	114.5	117.3	57.54	57.52	55.28
Saskatoon.....	121.6	112.3	118.4	56.22	55.76	54.39
Edmonton.....	177.7	165.1	156.2	61.87	59.90	59.94
Calgary.....	151.9	147.5	139.1	62.27	61.74	58.87
Vancouver.....	117.1	114.6	106.4	67.30	67.22	63.34
Victoria.....	119.4	116.6	115.0	61.25	61.52	59.44

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1 1956	May 1 1956	June 1 1955	June 1 1956	May 1 1956	June 1 1955
<b>Mining</b> .....	<b>122.9</b>	<b>116.9</b>	<b>111.9</b>	<b>76.98</b>	<b>76.54</b>	<b>72.06</b>
Metal mining.....	125.8	122.7	116.5	80.12	79.87	75.04
Gold.....	77.1	76.9	82.0	71.39	70.64	68.46
Other metal.....	171.1	165.3	148.8	83.78	83.87	78.42
<b>Fuels</b> .....	<b>110.3</b>	<b>102.1</b>	<b>99.5</b>	<b>74.52</b>	<b>73.18</b>	<b>69.04</b>
Coal.....	67.6	67.2	68.3	60.12	60.63	59.66
Oil and natural gas.....	205.2	216.3	202.4	87.26	85.94	79.50
Non-metal.....	149.0	163.5	129.0	70.50	70.70	67.05
<b>Manufacturing</b> .....	<b>115.2</b>	<b>114.1</b>	<b>109.3</b>	<b>66.46</b>	<b>66.70</b>	<b>63.54</b>
Food and beverages.....	105.3	101.2	103.9	59.25	58.96	57.15
Meat products.....	124.9	119.1	118.0	68.44	67.97	67.13
Canned and preserved fruits and vegetables.....	79.7	75.6	75.6	52.21	53.88	50.27
Grain mill products.....	103.8	103.5	106.6	63.24	62.80	60.89
Bread and other bakery products.....	107.6	106.6	107.2	56.73	55.67	53.63
Biscuits and crackers.....	91.4	92.4	94.0	50.02	48.06	46.94
Distilled and malt liquors.....	106.3	103.6	102.9	75.00	74.52	71.94
Tobacco and tobacco products.....	79.2	77.3	79.5	67.55	66.96	64.50
Rubber products.....	113.6	112.0	107.8	68.78	69.40	65.16
Leather products.....	88.8	90.0	84.5	44.73	44.65	42.83
Boots and shoes (except rubber).....	91.1	93.3	87.4	42.76	42.46	40.37
Textile products (except clothing).....	80.2	87.0	85.0	53.42	53.17	51.42
Cotton yarn and broad woven goods.....	67.3	80.8	85.9	51.67	50.87	47.84
Woolen goods.....	73.9	73.7	69.3	51.08	50.74	49.70
Synthetic textiles and silk.....	86.8	84.0	87.3	58.80	59.22	57.83
Clothing (textile and fur).....	93.4	95.0	89.8	42.48	43.23	40.55
Men's clothing.....	100.6	100.8	96.0	41.87	42.82	38.86
Women's clothing.....	90.9	95.2	89.0	43.05	43.95	40.80
Knit goods.....	81.6	82.0	76.9	42.85	43.51	42.44
Wood products.....	111.6	106.6	107.4	57.25	57.45	55.32
Saw and planing mills.....	114.8	107.0	112.5	58.57	59.19	57.05
Furniture.....	100.9	110.4	102.1	55.81	55.54	52.58
Other wood products.....	100.2	97.5	94.0	53.20	52.60	51.37
Paper products.....	124.6	120.9	118.0	79.14	77.27	74.30
Pulp and paper mills.....	127.3	123.1	122.1	85.12	82.69	79.19
Other paper products.....	117.9	115.5	107.7	63.33	63.12	60.76
Printing, publishing and allied industries.....	114.5	114.4	111.3	71.61	71.27	68.44
Iron and steel products.....	112.9	111.7	102.2	74.82	74.67	69.91
Agricultural implements.....	64.2	69.2	70.5	71.98	73.92	69.49
Fabricated and structural steel.....	154.5	149.7	126.9	80.23	78.50	73.71
Hardware and tools.....	109.1	100.7	101.3	70.43	70.95	65.62
Heating and cooking appliances.....	104.3	103.4	98.2	64.10	64.32	61.07
Iron castings.....	107.9	108.1	93.2	73.72	73.88	69.68
Machinery mfg.....	120.9	118.4	107.3	72.60	73.23	68.04
Primary iron and steel.....	123.8	120.8	109.4	83.34	81.09	75.48
Sheet metal products.....	113.5	110.6	105.7	70.42	71.13	66.98
Transportation equipment.....	146.1	146.4	138.5	71.74	75.31	72.38
Aircraft and parts.....	353.7	352.7	333.2	77.39	77.58	73.94
Motor vehicles.....	144.6	118.9	140.9	73.09	82.62	83.05
Motor vehicle parts and accessories.....	128.8	130.3	125.0	73.63	76.13	72.13
Railroad and rolling stock equipment.....	93.9	91.9	83.0	64.98	68.68	63.58
Shipbuilding and repairing.....	151.0	150.1	140.1	69.07	68.91	64.55
Non-ferrous metal products.....	132.2	128.8	123.7	75.01	74.74	71.75
Aluminum products.....	146.0	135.7	125.3	68.65	69.64	67.15
Brass and copper products.....	115.6	114.8	104.7	71.47	72.43	68.92
Smelting and refining.....	151.8	149.4	147.4	81.20	80.26	77.20
Electrical apparatus and supplies.....	149.9	149.2	133.1	72.16	72.38	68.31
Non-metallic mineral products.....	136.5	131.4	122.5	69.47	69.02	66.56
Clay products.....	114.6	106.5	109.5	66.24	65.61	62.77
Glass and glass products.....	137.5	131.0	123.8	66.19	67.68	65.01
Products of petroleum and coal.....	134.7	129.6	125.1	95.36	96.18	90.54
Chemical products.....	128.5	126.5	122.4	73.47	73.19	69.54
Medicinal and pharmaceutical preparations.....	116.4	114.4	110.0	67.43	67.45	64.14
Acids, alkalis and salts.....	131.3	129.3	126.1	81.53	80.73	78.53
Miscellaneous manufacturing industries.....	107.9	107.8	101.0	56.60	56.90	54.60
<b>Construction</b> .....	<b>131.7</b>	<b>115.0</b>	<b>115.2</b>	<b>67.70</b>	<b>67.58</b>	<b>60.47</b>
Building and structures.....	137.8	125.3	116.4	73.71	73.01	64.95
Building.....	142.5	130.0	117.4	73.39	72.80	63.93
Engineering work.....	117.2	104.8	111.7	75.44	74.13	69.72
Highways, bridges and streets.....	122.0	98.5	113.2	56.80	56.49	53.13
<b>Service</b> .....	<b>124.0</b>	<b>120.1</b>	<b>113.7</b>	<b>42.75</b>	<b>42.91</b>	<b>40.68</b>
Hotels and restaurants.....	118.8	113.8	108.7	35.93	36.19	35.20
Laundries and dry cleaning plants.....	111.3	108.4	106.5	40.09	39.85	38.08
Other service.....	158.5	156.5	141.9	62.05	61.81	58.24
<b>Industrial composite</b> .....	<b>119.3</b>	<b>115.2</b>	<b>111.7</b>	<b>63.83</b>	<b>63.93</b>	<b>60.76</b>



Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

# TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	June 1, 1956	May 1, 1956	June 1, 1955	June 1, 1956	May 1, 1956	June 1, 1955
Newfoundland.....	43.5	39.9	41.0	135.5	139.7	135.6
Nova Scotia.....	41.1	41.2	40.9	131.8	132.3	128.0
New Brunswick.....	41.4	42.0	41.7	133.5	135.4	127.9
Quebec.....	42.4	42.6	41.9	136.1	134.6	130.3
Ontario.....	40.5	41.3	40.9	160.5	159.8	153.7
Manitoba.....	40.4	41.1	39.9	142.9	141.8	138.1
Saskatchewan.....	40.3	40.5	41.0	156.1	157.9	151.5
Alberta (1).....	40.3	40.3	40.2	156.0	155.0	152.7
British Columbia (2).....	38.0	38.3	38.2	180.5	180.1	172.6

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

# TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Week Preceding:						
May 1, 1955.....	41.2	145.4	59.90	143.6	116.4	123.4
June 1, 1955.....	41.0	145.5	59.66	143.0	115.9	123.4
July 1, 1955.....	40.9	145.0	59.31	142.2	116.0	122.6
August 1, 1955.....	40.8	145.1	59.20	141.9	116.4	121.9
September 1, 1955.....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955.....	41.5	144.8	60.09	144.1	116.9	125.3
November 1, 1955.....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955.....	41.6	146.1	60.78	145.7	116.9	124.6
January 1, 1956.....	41.4*	147.5	61.07*	146.4	116.8	125.3
February 1, 1956.....	41.2	147.3	60.69	145.5	116.4	125.0
March 1, 1956.....	41.3	148.5	61.33	147.0	116.4	126.3
April 1, 1956.....	41.1	150.5	61.86	148.3	116.6	127.2
May (1) 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39.0 and \$57.53.

(1) Latest figures subject to revision.

# TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1 1956	May 1 1956	June 1 1955	June 1 1956	May 1 1956	June 1 1955	June 1 1956	May 1 1956	June 1 1955
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
<b>Mining</b> .....	42-8	42-7	42-7	170-4	169-0	160-0	72.93	72.16	68.32
Metal mining.....	43-4	43-6	43-7	177-3	175-7	164-5	76.95	76.61	71.89
Gold.....	44-3	45-1	46-0	150-2	146-2	139-5	66.54	65.94	64.17
Other metal.....	43-0	43-0	42-5	189-5	189-7	179-1	81.49	81.57	76.12
Fuels.....	41-0	40-0	39-8	161-1	157-5	154-0	66.05	63.00	61.29
Coal.....	40-2	40-6	39-6	147-8	147-5	147-6	59.42	59.89	58.45
Oil and natural gas.....	42-6	38-5	40-3	185-9	185-0	170-9	79.19	71.23	68.87
Non-metal.....	43-5	43-1	43-4	158-5	158-8	151-1	68.95	68.44	65.58
<b>Manufacturing</b> .....	41-0	41-4	41-0	151-8	151-1	145-5	62.24	62.56	59.66
Food and beverages.....	41-4	40-9	41-5	131-6	131-4	126-7	54.48	53.74	52.58
Meat products.....	41-3	40-8	41-4	156-2	155-5	154-5	64.51	63.44	63.96
Canned and preserved fruits and vegetables.....	37-9	39-8	39-8	117-2	117-3	108-0	44.42	46.69	43.22
Grain mill products.....	42-0	41-7	41-8	143-6	142-1	139-9	60.31	59.26	58.48
Bread and other bakery products.....	43-9	43-8	44-1	118-8	116-1	109-9	51.28	50.85	48.47
Distilled and malt liquors.....	40-7	40-7	40-3	170-5	169-5	163-4	69.39	68.99	65.85
Tobacco and tobacco products.....	43-0	42-5	41-6	149-6	149-9	148-5	64.33	63.71	61.78
Rubber products.....	41-7	41-8	41-7	156-4	157-0	148-0	65.22	65.63	62.00
Leather products.....	39-6	39-9	38-6	104-5	103-7	101-4	41.35	41.38	39.14
Boots and shoes (except rubber).....	39-2	39-3	37-6	100-9	99-8	97-9	39.55	39.22	36.81
Textile products (except clothing).....	42-1	42-5	41-9	113-9	113-7	112-5	47.95	48.32	47.14
Cotton yarn and broad woven goods.....	40-6	41-5	39-6	112-0	113-6	113-5	45.47	47.14	44.95
Woolen goods.....	43-2	43-0	43-3	106-8	106-6	104-6	46.14	45.84	45.29
Synthetic textiles and silk.....	43-6	44-1	44-5	122-0	121-1	118-3	53.19	53.41	52.64
Clothing (textile and fur).....	38-1	39-1	36-7	99-8	99-6	97-6	38.02	38.94	35.82
Men's clothing.....	37-6	39-0	36-0	100-1	99-7	96-5	37.64	38.88	34.74
Women's clothing.....	36-5	37-6	35-5	103-2	103-5	101-1	37.67	38.92	35.89
Knit goods.....	40-0	40-6	38-5	98-3	98-2	97-9	39.32	39.87	37.69
*Wood products.....	41-3	41-5	41-5	132-7	132-5	128-4	54.81	54.99	53.29
Saw and planing mills.....	40-3	40-2	40-8	140-8	142-3	135-8	56.74	57.20	55.41
Furniture.....	43-0	43-2	41-9	122-5	121-3	117-7	52.68	52.40	49.32
Other wood products.....	43-4	44-1	44-0	114-1	111-6	110-5	49.52	49.22	48.62
Paper products.....	42-6	42-4	42-4	176-3	171-9	165-5	75.10	72.89	70.17
Pulp and paper mills.....	42-8	42-6	42-5	188-9	183-8	176-3	80.85	78.30	74.93
Other paper products.....	42-0	42-0	42-0	137-7	136-2	131-4	57.83	57.20	55.19
Printing, publishing and allied industries.....	40-0	40-3	40-2	180-9	180-1	172-8	72.36	72.58	69.47
*Iron and steel products.....	41-9	42-1	41-3	171-9	171-0	162-8	72.03	71.99	67.24
Agricultural implements.....	39-5	40-8	39-7	171-9	175-3	162-8	67.90	71.52	66.78
Fabricated and structural steel.....	42-6	41-7	40-6	174-7	173-9	168-0	74.42	72.52	68.21
Hardware and tools.....	42-1	42-8	41-7	159-1	158-8	148-3	66.98	67.97	61.84
Heating and cooking appliances.....	41-4	42-2	40-5	145-4	144-5	142-6	60.20	60.98	58.18
Iron castings.....	42-8	43-2	41-8	167-9	166-8	159-7	71.80	72.06	66.75
Machinery manufacturing.....	42-7	43-5	41-7	163-1	163-4	155-2	69.64	71.08	64.72
Primary iron and steel.....	41-9	41-1	41-2	192-9	190-3	178-5	80.33	78.21	73.54
Sheet metal products.....	40-6	41-3	41-0	164-4	163-2	155-0	66.75	67.40	63.55
*Transportation equipment.....	39-4	41-6	41-1	171-6	172-6	167-4	67.61	71.80	68.80
Aircraft and parts.....	40-9	41-0	40-6	176-3	175-7	170-8	72.11	72.04	69.34
Motor vehicles.....	36-1	42-3	43-1	184-2	185-1	180-3	66.50	78.30	77.71
Motor vehicle parts and accessories.....	40-4	41-7	41-9	174-8	175-9	166-4	70.62	73.35	69.72
Railroad and rolling stock equipment.....	38-9	41-1	38-9	163-5	164-1	160-3	63.60	67.45	62.36
Shipbuilding and repairing.....	42-1	41-8	40-8	162-3	162-8	155-4	68.33	68.05	63.40
*Non-ferrous metal products.....	40-8	41-1	40-9	172-4	170-4	165-3	70.34	70.03	67.61
Aluminum products.....	40-3	40-6	40-8	145-0	145-6	145-7	58.44	59.11	59.45
Brass and copper products.....	41-7	42-5	42-1	158-5	158-9	153-7	66.09	67.53	64.71
Smelting and refining.....	40-7	40-8	40-8	188-5	186-1	178-1	76.72	75.93	72.66
*Electrical apparatus and supplies.....	40-8	41-1	40-5	158-4	159-4	156-3	64.63	65.51	61.76
Heavy electrical machinery and equipment.....	41-1	41-8	40-3	174-9	172-4	162-3	71.88	72.06	67.02
Radios and radio parts.....	39-3	38-4	38-5	138-1	142-9	137-4	54.27	54.87	52.90
Batteries.....	40-5	40-1	40-9	153-8	155-1	149-1	62.29	62.20	60.98
Refrigerators, vacuum cleaners and appliances.....	41-1	42-2	42-2	157-7	157-1	153-4	64.81	66.30	64.73
Miscellaneous electrical products.....	41-2	41-4	....	152-4	154-5	....	62.79	63.96	....
Wire and cable.....	41-9	42-1	....	175-6	175-9	....	73.58	74.65	....
*Non-metallic mineral products.....	43-6	43-4	43-8	152-7	152-2	145-4	66.58	66.05	63.69
Clay products.....	43-4	43-6	44-6	145-2	140-9	134-3	62.15	61.43	59.90
Glass and glass products.....	42-3	43-2	43-0	149-9	152-1	145-1	63.41	65.71	62.39
Products of petroleum and coal.....	40-8	41-5	41-4	208-6	206-8	200-2	85.11	85.82	82.88
Chemical products.....	41-3	41-3	41-7	158-0	157-5	149-5	65.25	65.05	62.34
Medicinal and pharmaceutical preparations.....	41-2	41-3	41-0	129-7	130-1	123-7	53.44	53.73	50.72
Acids, alkalis and salts.....	42-1	41-7	42-8	180-1	179-3	171-2	75.82	74.77	73.27
Miscellaneous manufacturing industries.....	41-0	41-5	40-6	123-1	122-5	119-0	50.47	50.84	48.31
*Durable goods.....	41-0	41-7	41-3	162-6	162-9	156-2	66.67	67.93	64.51
Non-durable goods.....	40-9	41-1	40-7	139-5	137-5	133-8	57.06	56.51	54.46
<b>Construction</b> .....	40-6	40-5	39-5	164-2	164-1	148-0	66.67	66.46	58.46
Buildings and structures.....	40-8	40-6	39-1	176-7	175-4	159-4	72.09	71.21	62.33
Highways, bridges and streets.....	40-2	40-2	40-3	134-6	134-7	124-4	54.11	54.15	50.13
Electric and motor transportation.....	44-3	44-5	44-8	150-3	149-3	142-4	66.58	66.44	64.60
<b>Service</b> .....	40-5	40-6	40-4	88-9	88-9	86-0	36.00	36.09	34.74
Hotels and restaurants.....	40-5	40-6	40-8	88-4	88-9	85-8	35.80	36.09	35.01
Laundries and dry cleaning plants.....	41-3	41-4	40-6	85-6	84-9	82-2	35.35	35.15	33.37

\* Durable manufactured goods industries.

## D—National Employment Service Statistics

**Note**—The Table D-1 that appeared in the August issue (p. 1977) was inadvertently a duplicate of that which appeared in the July issue. The Table D-1 that should have appeared in the August issue, giving July 1 figures, is therefore printed in this issue, with the result that two Tables D-1 are published below.

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
July 1, 1950.....	24,392	15,500	39,892	136,291	68,280	204,571
July 1, 1951.....	45,183	16,775	61,958	86,997	52,773	139,770
July 1, 1952.....	22,772	17,679	40,451	134,394	61,866	196,260
July 1, 1953.....	21,229	20,088	41,317	124,396	55,518	180,314
July 1, 1954.....	13,251	14,417	27,668	201,931	81,112	284,043
July 1, 1955.....	18,741	17,392	36,133	152,711	77,865	230,576
August 1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March 1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
April 1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
May 1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
June 1, 1956 (1).....	44,157	22,612	66,769	160,642	68,697	229,339
July 1, 1956 (1).....	40,016	22,292	62,308	116,849	72,618	189,467

\* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(Source: Form U.I.C. 757)

	Unfilled Vacancies*			Live Application for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
August 1, 1950.....	26,391	13,582	39,973	99,100	58,188	157,288
August 1, 1951.....	39,951	14,570	54,521	80,456	49,511	129,967
August 1, 1952.....	23,413	17,212	40,625	118,318	57,396	175,714
August 1, 1953.....	19,382	17,772	37,154	111,524	52,357	163,881
August 1, 1954.....	12,124	12,902	25,026	181,457	77,396	258,853
August 1, 1955.....	18,363	16,665	35,028	132,710	72,674	205,384
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March 1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
April 1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
May 1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
June 1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
July 1, 1956 (1).....	40,016	22,292	62,308	116,849	72,618	189,467
August 1, 1956 (1).....	38,197	19,636	57,833	105,417	69,272	174,689

\* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.



**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JUN 29, 1956 <sup>(1)</sup>**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				May 31, 1956	June 30, 1955
<b>Agriculture, Fishing, Trapping.....</b>	<b>2,690</b>	<b>458</b>	<b>3,148</b>	<b>— 505</b>	<b>+</b> 487
<b>Forestry.....</b>	<b>10,798</b>	<b>21</b>	<b>10,819</b>	<b>+1,638</b>	<b>+</b> 8,033
<b>Mining, Quarrying and Oil Wells.....</b>	<b>1,275</b>	<b>81</b>	<b>1,356</b>	<b>— 87</b>	<b>+</b> 714
Metal Mining.....	789	17	806	+	63
Fuels.....	330	20	350	—	41
Non-Metal Mining.....	87	5	92	—	54
Quarrying, Clay and Sand Pits.....	23	2	25	+	2
Prospecting.....	46	37	83	—	57
<b>Manufacturing.....</b>	<b>7,583</b>	<b>3,614</b>	<b>11,197</b>	<b>—1,072</b>	<b>+</b> 4,323
Foods and Beverages.....	607	500	1,107	—	35
Tobacco and Tobacco Products.....	7	10	17	—	4
Rubber Products.....	61	26	87	—	16
Leather Products.....	109	218	327	+	9
Textile Products (except clothing).....	185	236	421	+	10
Clothing (textile and fur).....	254	1,359	1,613	+	18
Wood Products.....	857	120	977	—	120
Paper Products.....	311	113	424	—	113
Printing, Publishing and Allied Industries.....	332	123	455	+	36
Iron and Steel Products.....	1,584	225	1,809	—	100
Transportation Equipment.....	1,344	99	1,443	—	427
Non-Ferrous Metal Products.....	468	58	526	—	88
Electrical Apparatus and Supplies.....	620	174	794	—	97
Non-Metallic Mineral Products.....	178	54	232	—	42
Products of Petroleum and Coal.....	86	18	104	+	10
Chemical Products.....	397	149	546	—	108
Miscellaneous Manufacturing Industries.....	183	132	315	—	5
<b>Construction.....</b>	<b>5,878</b>	<b>147</b>	<b>6,025</b>	<b>+</b> 320	<b>+</b> 3,191
General Contractors.....	4,519	92	4,611	+	186
Special Trade Contractors.....	1,359	55	1,414	+	134
<b>Transportation, Storage and Communication.....</b>	<b>2,605</b>	<b>416</b>	<b>3,021</b>	<b>— 721</b>	<b>+</b> 1,846
Transportation.....	2,346	179	2,525	—	495
Storage.....	77	26	103	—	34
Communication.....	182	211	393	—	192
<b>Public Utility Operation.....</b>	<b>352</b>	<b>70</b>	<b>422</b>	<b>— 53</b>	<b>+</b> 258
<b>Trade.....</b>	<b>3,683</b>	<b>3,139</b>	<b>6,822</b>	<b>— 818</b>	<b>+</b> 1,908
Wholesale.....	1,397	705	2,102	—	272
Retail.....	2,286	2,434	4,720	—	546
<b>Finance, Insurance and Real Estate.....</b>	<b>973</b>	<b>1,190</b>	<b>2,163</b>	<b>— 259</b>	<b>+</b> 492
<b>Service.....</b>	<b>5,306</b>	<b>12,936</b>	<b>18,242</b>	<b>—3,928</b>	<b>+</b> 5,139
Community or Public Service.....	497	1,906	2,403	—	229
Government Service.....	2,022	645	2,667	—	3,354
Recreation Service.....	474	248	722	+	318
Business Service.....	508	502	1,010	—	316
Personal Service.....	1,505	9,635	11,140	—	347
<b>GRAND TOTAL.....</b>	<b>41,143</b>	<b>22,072</b>	<b>63,215</b>	<b>—5,485</b>	<b>+</b> 26,391

(<sup>1</sup>) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT JUNE 28, 1956 <sup>(1)</sup>**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	3,065	1,057	4,122	2,904	1,111	4,015
Clerical workers.....	2,280	5,261	7,541	7,771	21,248	29,019
Sales workers.....	1,540	1,453	2,993	3,309	10,608	13,917
Personal and domestic service workers...	2,035	10,649	12,684	16,778	11,760	28,538
Seamen.....	41	.....	41	406	1	407
Agriculture and fishing.....	2,782	376	3,158	1,254	288	1,542
Skilled and semiskilled workers.....	20,967	2,218	23,185	47,344	15,312	62,656
Food and kindred products (inc. tobacco).....	111	21	132	554	441	995
Textiles, clothing, etc.....	153	1,553	1,706	2,249	9,665	11,914
Lumber and wood products.....	10,793	6	10,799	7,987	100	8,087
Pulp, paper (inc. printing).....	65	15	80	521	319	840
Leather and leather products.....	50	96	146	630	823	1,453
Stone, clay and glass products.....	22	1	23	127	45	172
Metalworking.....	1,633	41	1,674	4,743	727	5,470
Electrical.....	255	25	280	739	1,005	1,744
Transportation equipment.....	44	.....	44	365	37	402
Mining.....	528	.....	528	525	.....	525
Construction.....	2,644	.....	2,644	8,423	1	8,424
Transportation (except seamen).....	1,485	28	1,513	8,426	73	8,499
Communications and public utility..	101	.....	101	255	2	257
Trade and service.....	412	382	794	1,748	1,016	2,764
Other skilled and semiskilled.....	2,261	44	2,305	7,099	768	7,867
Foremen.....	141	6	147	1,186	283	1,469
Apprentices.....	269	.....	269	1,767	7	1,774
Unskilled workers.....	7,306	1,278	8,584	37,083	12,290	49,373
Food and tobacco.....	161	378	539	1,392	2,817	4,209
Lumber and lumber products.....	959	3	962	4,875	223	5,098
Metalworking.....	455	46	501	1,972	365	2,337
Construction.....	3,653	.....	3,653	16,436	.....	16,436
Other unskilled workers.....	2,078	851	2,929	12,408	8,885	21,293
<b>GRAND TOTAL.....</b>	<b>40,016</b>	<b>22,292</b>	<b>62,308</b>	<b>116,849</b>	<b>72,618</b>	<b>189,467</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 28, 1956**

(Source: U. I. C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) June 28, 1956	Previous Month May 31, 1956	Previous Year June 30, 1955	(1) June 28, 1956	Previous Month May 31, 1956	Previous Year June 30, 1955
<b>Newfoundland</b> .....	<b>528</b>	<b>482</b>	<b>364</b>	<b>5,872</b>	<b>10,828</b>	<b>6,037</b>
Corner Brook.....	56	58	18	1,791	3,263	1,507
Grand Falls.....	16	.....	1	533	1,387	398
St. John's.....	456	424	345	3,548	6,178	4,132
<b>Prince Edward Island</b> .....	<b>363</b>	<b>256</b>	<b>328</b>	<b>1,036</b>	<b>1,168</b>	<b>1,235</b>
Charlottetown.....	289	182	286	630	671	709
Summerside.....	74	74	42	406	497	526
<b>Nova Scotia</b> .....	<b>1,548</b>	<b>1,726</b>	<b>1,698</b>	<b>7,851</b>	<b>10,588</b>	<b>11,095</b>
Amherst.....	24	30	79	350	428	502
Bridgewater.....	37	35	23	289	454	371
Halifax.....	959	1,023	1,152	2,381	2,533	3,772
Inverness.....	.....	.....	.....	208	650	188
Kentville.....	68	328	194	892	1,166	703
Liverpool.....	71	39	55	110	164	202
New Glasgow.....	160	118	47	775	1,029	1,552
Springhill.....	12	7	4	152	297	164
Sydney.....	49	37	91	1,880	2,465	2,627
Truro.....	137	75	46	363	738	470
Yarmouth.....	31	34	7	454	664	544
<b>New Brunswick</b> .....	<b>2,416</b>	<b>1,796</b>	<b>1,333</b>	<b>8,903</b>	<b>12,759</b>	<b>10,082</b>
Bathurst.....	25	11	13	667	1,338	668
Campbellton.....	45	49	29	920	1,393	850
Edmundston.....	174	71	42	450	881	530
Fredericton.....	412	338	447	530	673	694
Minto.....	204	120	4	243	303	287
Moncton.....	799	610	274	1,905	2,638	2,021
Newcastle.....	7	10	1	704	1,185	967
Saint John.....	343	311	283	2,419	2,846	3,116
St. Stephen.....	140	46	121	637	656	435
Sussex.....	81	117	87	121	275	167
Woodstock.....	186	113	32	307	571	347
<b>Quebec</b> .....	<b>19,398</b>	<b>18,390</b>	<b>9,932</b>	<b>62,942</b>	<b>84,611</b>	<b>70,535</b>
Asbestos.....	46	73	72	264	304	322
Beauharnois.....	60	76	93	300	400	346
Buckingham.....	9	14	23	380	550	311
Causapscal.....	800	304	80	1,576	1,613	658
Chandler.....	10	4	7	308	793	722
Chicoutimi.....	796	603	275	575	843	374
Dolbeau.....	190	132	137	613	978	726
Drummondville.....	38	44	72	981	984	1,066
Farnham.....	47	57	105	373	650	486
Forestville.....	1,888	1,558	307	578	984	667
Gaspé.....	45	14	8	375	790	291
Granby.....	58	56	33	797	817	1,024
Hull.....	130	174	57	1,042	1,372	1,151
Joliette.....	117	145	109	1,265	1,538	1,260
Jonquière.....	82	130	73	746	1,169	752
Lachute.....	49	58	15	263	270	265
La Malbaie.....	4	110	.....	449	829	302
La Tuque.....	706	593	516	281	320	257
Lévis.....	215	195	137	1,325	1,800	1,844
Louiseville.....	60	65	49	419	477	406
Magog.....	15	51	.....	245	478	.....
Maniwaki.....	32	20	36	118	265	177
Matane.....	460	418	61	580	1,352	377
Mégantic.....	71	88	77	274	513	314
Mont-Laurier.....	35	29	2	391	659	335
Montmagny.....	39	55	47	532	783	578
Montréal.....	7,292	6,972	4,139	21,489	28,071	29,759
New Richmond.....	5	43	55	473	849	409
Port Alfred.....	19	41	71	254	398	370
Québec.....	1,107	927	650	5,381	7,080	7,000
Rimouski.....	331	204	51	1,113	1,810	716
Rivière du Loup.....	60	62	89	1,365	2,200	1,014
Roberval.....	33	34	17	471	703	431
Rouyn.....	471	375	103	1,664	2,509	1,190
Ste-Agathe.....	94	136	88	140	344	243
Ste-Anne de Bellevue.....	194	124	101	299	496	378
Ste-Thérèse.....	127	97	89	541	531	597
St-Georges Est.....	780	1,528	186	879	2,239	600
St-Hyacinthe.....	216	359	229	1,485	979	937
St-Jean.....	103	89	89	721	872	729
St-Jérôme.....	69	72	41	546	671	548
St-Joseph d'Alma.....	18	59	58	816	1,018	665
Sept Iles.....	95	106	85	768	1,110	290
Shawinigan Falls.....	53	106	51	1,875	1,970	1,668
Sherbrooke.....	366	265	262	1,834	2,164	2,135
Sorel.....	86	115	31	902	1,012	1,137
Thetford Mines.....	58	76	72	923	1,149	697
Trois-Rivières.....	661	594	263	1,685	1,861	2,288



TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 28, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) June 28, 1956	Previous Month May 31, 1956	Previous Year June 30, 1955	(1) June 28, 1956	Previous Month May 31, 1956	Previous Year June 30, 1955
<b>Quebec—Con.</b>						
Val d'Or.....	932	642	581	865	1,426	766
Valleyfield.....	89	123	44	750	851	814
Victoriaville.....	137	145	107	653	757	614
<b>Ontario</b>	<b>20,946</b>	<b>23,443</b>	<b>11,215</b>	<b>58,528</b>	<b>60,642</b>	<b>77,546</b>
Arnprior.....	60	85	11	112	103	108
Barrie.....	184	176	169	567	628	609
Belleville.....	44	37	27	604	628	893
Bracebridge.....	439	572	469	124	288	190
Brampton.....	111	118	74	270	289	390
Brantford.....	118	178	168	1,350	1,393	1,491
Brockville.....	43	55	13	124	137	244
Carleton Place.....	6	3	7	83	89	103
Chatham.....	406	293	77	1,151	1,184	932
Cobourg.....	16	11	12	316	336	326
Collingwood.....	33	44	29	307	253	463
Cornwall.....	211	211	102	1,054	1,212	1,667
Fort Erie.....	76	95	33	340	320	221
Fort Frances.....	33	14	9	85	179	208
Fort William.....	474	513	126	618	730	866
Galt.....	137	153	60	368	227	500
Gananoque.....	7	18	13	123	98	116
Goderich.....	40	38	23	179	171	201
Guelph.....	200	191	102	588	674	676
Hamilton.....	1,361	1,234	653	5,376	4,199	5,678
Hawkesbury.....	26	32	19	170	185	208
Ingersoll.....	35	85	26	175	180	257
Kapuskasing.....	487	310	14	266	715	370
Kenora.....	110	174	62	157	174	250
Kingston.....	141	178	125	717	702	818
Kirkland Lake.....	547	305	67	398	645	448
Kitchener.....	112	173	124	808	840	1,265
Leamington.....	51	80	24	423	393	519
Lindsay.....	65	78	44	224	262	453
Listowel.....	57	57	31	78	95	134
London.....	867	998	548	2,396	1,789	2,433
Midland.....	60	34	36	156	178	249
Napanee.....	30	17	14	111	144	198
New Toronto.....	396	403	151	1,179	1,217	1,522
Niagara Falls.....	175	154	91	662	614	1,008
North Bay.....	30	66	64	308	453	615
Oakville.....	420	339	125	229	230	221
Orillia.....	61	80	21	199	275	333
Oshawa.....	206	220	99	1,686	1,434	1,713
Ottawa.....	1,475	4,231	1,170	2,309	2,422	2,414
Owen Sound.....	98	77	57	582	540	678
Parry Sound.....	5	21	13	102	79	100
Pembroke.....	397	380	253	608	742	892
Perth.....	53	40	51	192	188	150
Peterborough.....	170	241	32	1,119	1,354	1,356
Pictou.....	24	14	2	135	186	86
Port Arthur.....	1,026	654	124	807	1,168	1,380
Port Colborne.....	26	29	20	224	226	226
Prescott.....	27	41	41	285	412	439
Renfrew.....	42	30	51	159	188	353
St. Catharines.....	152	267	166	1,360	1,286	1,828
St. Thomas.....	106	183	56	464	410	511
Sarnia.....	210	133	162	685	698	944
Sault Ste. Marie.....	607	669	78	604	694	862
Simcoe.....	140	79	27	224	387	365
Sioux Lookout.....	35	42	10	48	121	93
Smiths Falls.....	15	13	24	150	184	255
Stratford.....	75	90	59	281	253	400
Sturgeon Falls.....	3	3	2	285	347	998
Sudbury.....	627	777	171	994	1,394	1,146
Timmins.....	686	689	148	710	874	994
Toronto.....	5,982	5,654	3,798	14,981	16,104	24,757
Trenton.....	93	87	47	416	365	578
Walkerton.....	55	44	36	161	216	292
Wallaceburg.....	16	16	6	219	217	256
Welland.....	63	102	24	717	552	1,007
Weston.....	493	564	332	834	921	982
Windsor.....	276	384	345	4,538	4,160	3,654
Woodstock.....	94	67	48	254	231	313
<b>Manitoba</b>	<b>4,175</b>	<b>3,867</b>	<b>2,577</b>	<b>9,609</b>	<b>11,361</b>	<b>11,144</b>
Brandon.....	541	316	431	523	708	556
Dauphin.....	30	57	23	229	398	332
Flin Flon.....	117	102	45	119	84	178
Portage la Prairie.....	68	74	53	332	354	389
The Pas.....	58	7	10	61	70	57
Winnipeg.....	3,331	3,311	2,015	8,355	9,747	9,632

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JUNE 28, 1956**

(SOURCE: U. I. C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	( <sup>1</sup> ) June 28, 1956	Previous Month May 31, 1956	Previous Year June 30, 1955	( <sup>1</sup> ) June 28, 1956	Previous Month May 31, 1956	Previous Year June 30, 1955
<b>Saskatchewan</b> .....	<b>2,561</b>	<b>3,760</b>	<b>1,314</b>	<b>4,909</b>	<b>6,214</b>	<b>6,180</b>
Estevan.....	137	172	35	191	93	113
Moose Jaw.....	325	433	239	557	502	584
North Battleford.....	65	135	33	417	510	395
Prince Albert.....	232	278	125	671	1,005	1,324
Regina.....	615	1,261	330	1,293	1,396	1,301
Saskatoon.....	533	980	387	1,055	1,521	1,473
Swift Current.....	366	169	60	161	199	219
Weyburn.....	123	56	43	85	100	110
Yorkton.....	165	276	62	479	888	661
<b>Alberta</b> .....	<b>5,225</b>	<b>6,368</b>	<b>3,208</b>	<b>8,231</b>	<b>9,360</b>	<b>10,846</b>
Blairmore.....	95	21	29	165	268	275
Calgary.....	1,492	2,040	1,187	3,031	2,603	3,461
Drumheller.....	69	23	7	213	275	325
Edmonton.....	2,222	2,424	1,483	3,492	4,517	4,778
Edson.....	60	82	28	130	180	184
Lethbridge.....	902	1,339	318	502	695	834
Medicine Hat.....	251	289	77	374	303	433
Red Deer.....	134	150	79	324	519	556
<b>British Columbia</b> .....	<b>5,148</b>	<b>6,681</b>	<b>4,164</b>	<b>21,586</b>	<b>21,808</b>	<b>25,876</b>
Chilliwack.....	66	64	73	629	454	670
Courtenay.....	77	171	29	294	270	538
Cranbrook.....	17	57	23	220	463	363
Dawson Creek.....	66	54	30	176	445	503
Duncan.....	119	139	45	301	257	249
Kamloops.....	341	213	139	319	512	371
Kelowna.....	21	25	57	541	527	385
Kitimat.....	315	452	.....	157	204	.....
Mission City.....	124	46	969	472	430	710
Nanaimo.....	119	85	42	421	421	550
Nelson.....	12	53	15	381	373	400
New Westminster.....	296	312	253	3,112	2,329	3,155
Pentiction.....	55	45	20	300	360	215
Port Alberni.....	67	74	49	376	241	307
Prince George.....	328	417	202	800	1,403	966
Prince Rupert.....	109	90	214	272	382	386
Princeton.....	15	24	7	61	79	64
Trail.....	60	17	56	478	392	483
Vancouver.....	2,303	3,498	1,449	9,994	9,688	12,582
Vernon.....	48	87	73	273	595	294
Victoria.....	505	641	321	1,777	1,706	2,306
Whitehorse.....	85	117	98	172	277	379
<b>Canada</b> .....	<b>62,308</b>	<b>66,769</b>	<b>36,133</b>	<b>189,467</b>	<b>229,339</b>	<b>230,576</b>
Males.....	40,016	44,157	18,741	116,849	160,642	152,711
Females.....	22,292	22,612	17,392	72,618	68,697	77,865

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1951-1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (6 months).....	395,410	264,104	131,306	30,490	97,077	143,586	77,623	46,634
1956 (6 months).....	489,569	352,914	136,655	33,564	116,144	180,066	100,751	59,044

**TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 2, TO JUNE 29, 1956**  
(Source: U.I.C. 751)

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario							
	Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements						
		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out		Reg-ular	Trans-fers out					
<b>Agriculture</b> .....	1	1	97	246	47	4	.....	77	64	2	127	120	24	10	208	1,876	658	582	307	6,403	2,625	973	309
<b>Forestry</b> .....	.....	.....	.....	65	.....	18	.....	508	216	.....	31	1,541	483	2	1	13,627	4,456	47	1,157	5,816	2,529	24	222
<b>Fishing and Trapping</b> .....	.....	.....	.....	.....	.....	.....	.....	8	9	.....	.....	4	4	.....	.....	7	3	.....	.....	23	17	1	.....
<b>Mining, Quarrying and Oil Wells</b> .....	40	34	.....	.....	.....	.....	.....	358	342	.....	41	220	59	5	9	954	504	3	50	1,309	745	14	78
Metal Mining.....	38	33	.....	.....	.....	.....	.....	33	46	.....	33	46	36	1	9	600	231	3	46	1,039	500	.....	70
Fuels.....	.....	.....	.....	.....	.....	.....	.....	354	341	.....	8	102	13	4	.....	5	.....	.....	.....	23	10	2	2
Non-Metal Mining.....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	220	201	.....	2	23	7	.....	2
Quarrying, Clay and Sand Pits.....	1	1	.....	.....	.....	.....	.....	2	.....	.....	.....	3	2	.....	.....	76	50	.....	.....	199	152	9	2
Prospecting.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	9	8	.....	.....	44	20	.....	2	23	16	1	2
<b>Manufacturing</b> .....	64	20	10	190	107	14	1,945	1,572	71	27	795	551	53	4	29,468	17,956	743	1,395	40,274	98,407	3,128	806	37
Foods and Beverages.....	33	16	10	72	33	11	1	269	182	23	1	178	132	8	1	2,843	1,801	100	10	5,227	3,538	554	.....
Tobacco and Tobacco Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	83	42	.....	1	24	22	.....	18
Rubber Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	428	291	44	2	602	418	8	5
Leather Products.....	.....	.....	.....	.....	.....	.....	.....	15	7	1	.....	8	5	.....	.....	1,383	860	4	3	706	550	.....	.....
Textile Products (except clothing).....	1	1	.....	1	1	.....	.....	7	6	.....	14	2	.....	.....	.....	2,078	1,459	27	6	1,913	1,485	95	5
Clothing (textile and fur).....	2	1	.....	.....	.....	.....	.....	59	26	.....	1	10	6	.....	.....	4,938	2,774	29	18	1,819	1,326	62	3
Wood Products.....	18	6	92	55	2	125	93	2	2	306	233	7	.....	.....	.....	2,779	1,809	51	36	2,823	1,996	164	45
Paper Products.....	.....	.....	.....	.....	.....	.....	.....	8	6	.....	78	44	11	.....	.....	1,651	1,356	39	11	1,614	1,084	184	70
Printing, Publishing and Allied Industries.....	1	1	.....	.....	.....	.....	.....	45	33	4	.....	16	10	2	1	877	495	67	6	1,538	879	323	5
Iron and Steel Products.....	2	2	.....	.....	.....	.....	.....	515	467	15	12	61	38	8	1	3,291	2,209	96	25	8,445	6,035	507	92
Transportation Equipment.....	6	4	.....	2	1	.....	.....	755	696	1	8	36	24	.....	.....	2,885	1,553	60	21	4,674	3,583	222	400
Non-Ferrous Metal Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2,666	1,198	4	1,141	1,599	1,114	110	17
Electrical Apparatus and Supplies.....	.....	.....	.....	.....	.....	.....	.....	2	1	1	.....	34	21	7	.....	.....	.....	.....	.....	.....	.....	.....	.....
Non-Metallic Mineral Products.....	1	.....	.....	.....	.....	.....	.....	47	17	.....	.....	6	2	2	.....	643	333	9	3	3,789	2,774	167	66
Products of Petroleum and Coal.....	.....	.....	.....	.....	.....	.....	.....	59	19	11	2	13	11	.....	.....	629	488	10	3	1,341	926	136	4
Chemical Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6	6	.....	.....	117	61	4	.....	367	275	33	2
Miscellaneous Manufacturing Industries.....	.....	.....	.....	13	9	1	.....	33	14	13	.....	20	13	4	.....	1,212	584	174	9	2,267	1,316	483	32
.....	.....	.....	.....	.....	.....	.....	.....	6	5	.....	.....	9	4	4	.....	965	553	22	4	1,496	1,056	92	5



<b>Construction.....</b>	<b>1,419</b>	<b>233</b>	<b>150</b>	<b>18</b>	<b>271</b>	<b>1,030</b>	<b>781</b>	<b>120</b>	<b>107</b>	<b>4,352</b>	<b>2,985</b>	<b>69</b>	<b>134</b>	<b>17,011</b>	<b>12,282</b>	<b>798</b>	<b>510</b>	<b>32,540</b>	<b>23,955</b>	<b>2,079</b>	<b>1,407</b>
General Contractors.....	1,383	176	150	9	26	748	632	84	80	3,971	2,761	54	115	12,308	8,989	668	428	25,460	18,856	1,552	1,328
Special Trade Contractors.....	36	57	30	9	1	282	149	36	27	381	224	15	19	4,703	3,293	130	112	7,080	5,099	527	79
<b>Transportation, Storage and Communication.....</b>	<b>14</b>	<b>62</b>	<b>39</b>	<b>20</b>	<b>4</b>	<b>552</b>	<b>247</b>	<b>116</b>	<b>70</b>	<b>640</b>	<b>333</b>	<b>62</b>	<b>47</b>	<b>8,511</b>	<b>5,029</b>	<b>2,170</b>	<b>69</b>	<b>8,676</b>	<b>5,086</b>	<b>1,746</b>	<b>214</b>
Transportation.....	8	51	29	19	4	436	199	102	70	570	286	55	47	7,854	4,676	2,137	63	7,279	4,262	14,46	174
Storage.....	.....	1	1	.....	.....	.....	.....	12	.....	20	12	5	.....	264	189	18	1	1,030	565	267	25
Communication.....	6	10	9	1	.....	96	43	2	.....	44	35	2	.....	383	104	5	5	367	259	33	15
<b>Public Utility Operation</b>	<b>3</b>	<b>2</b>	.....	.....	.....	<b>51</b>	<b>30</b>	<b>3</b>	.....	<b>16</b>	<b>11</b>	<b>2</b>	.....	<b>351</b>	<b>277</b>	<b>13</b>	<b>11</b>	<b>904</b>	<b>790</b>	<b>16</b>	<b>16</b>
<b>Trade.....</b>	<b>155</b>	<b>394</b>	<b>225</b>	<b>127</b>	<b>1</b>	<b>1,817</b>	<b>972</b>	<b>317</b>	<b>13</b>	<b>1,269</b>	<b>593</b>	<b>231</b>	<b>3</b>	<b>12,055</b>	<b>6,282</b>	<b>849</b>	<b>40</b>	<b>21,046</b>	<b>11,898</b>	<b>3,387</b>	<b>105</b>
Wholesale.....	52	95	55	24	1	643	293	211	4	518	213	156	3	4,122	2,121	348	7	7,595	4,065	1,949	31
Retail.....	103	299	170	103	.....	1,174	679	106	9	751	382	75	.....	7,933	4,161	501	33	13,451	7,833	1,638	74
<b>Finance, Insurance and Real Estate.....</b>	<b>8</b>	<b>21</b>	<b>20</b>	.....	.....	<b>261</b>	<b>116</b>	<b>20</b>	<b>1</b>	<b>160</b>	<b>89</b>	<b>7</b>	.....	<b>1,677</b>	<b>821</b>	<b>19</b>	<b>4</b>	<b>2,957</b>	<b>1,608</b>	<b>92</b>	<b>5</b>
<b>Service.....</b>	<b>699</b>	<b>262</b>	<b>43</b>	<b>1</b>	<b>750</b>	<b>375</b>	<b>210</b>	<b>.....</b>	<b>57</b>	<b>2,723</b>	<b>1,401</b>	<b>666</b>	<b>12</b>	<b>25,900</b>	<b>11,086</b>	<b>5,365</b>	<b>210</b>	<b>39,203</b>	<b>18,400</b>	<b>10,021</b>	<b>283</b>
Community or Public Service.....	17	67	51	9	.....	220	102	39	4	228	108	35	.....	1,670	842	75	13	3,558	1,985	373	16
Government Service.....	569	199	130	2	.....	878	663	26	44	641	479	8	10	2,941	2,351	76	119	6,262	4,888	327	88
Recreation Service.....	5	1	14	13	.....	72	20	27	.....	31	13	5	.....	1,122	338	210	6	2,983	743	641	72
Business Service.....	5	7	3	.....	.....	111	57	24	1	85	48	10	.....	1,108	561	83	6	2,396	1,313	174	18
Personal Service.....	103	49	33	.....	.....	1,966	596	882	8	1,738	453	608	2	19,059	7,001	4,921	71	25,204	9,474	8,506	89
<b>Totals.....</b>	<b>2,403</b>	<b>1,648</b>	<b>993</b>	<b>393</b>	<b>51</b>	<b>9,854</b>	<b>5,787</b>	<b>1,617</b>	<b>474</b>	<b>11,840</b>	<b>6,233</b>	<b>1,107</b>	<b>418</b>	<b>111,437</b>	<b>59,354</b>	<b>40,589</b>	<b>3,697</b>	<b>159,151</b>	<b>96,000</b>	<b>21,681</b>	<b>3,444</b>
Men.....	2,115	1,561	966	359	50	6,685	4,300	979	460	9,513	5,334	616	416	80,553	46,412	5,898	3,598	115,210	72,831	15,494	3,222
Women.....	288	147	427	204	1	3,169	1,457	638	14	2,327	899	461	2	30,284	12,942	4,771	39	43,841	23,169	6,187	222

(\*) Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES<sup>1</sup> AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES APRIL 2, TO JUNE 29, 1956

(Source: U.I.C. 751)

Industry	Manitoba					Saskatchewan					Alberta					British Columbia					Canada					
	Placements			Va- can- cies Noti- fied	Trans- fers out	Placements			Va- can- cies Noti- fied	Trans- fers out	Placements			Va- can- cies Noti- fied	Trans- fers out	Placements			Va- can- cies Noti- fied	Trans- fers out	Placements			Va- can- cies Noti- fied	Trans- fers out	
	Reg- ular	Cas- ual	Reg- ular			Cas- ual	Reg- ular	Cas- ual			Reg- ular	Cas- ual	Reg- ular			Cas- ual	Reg- ular	Cas- ual			Reg- ular	Cas- ual	Reg- ular			Cas- ual
Agriculture.....	921	485	21	3	2,455	1,214	33	267	3,738	1,848	33	103	1,581	694	514	6	17,418	7,660	2,172	1,427						
Forestry.....	135	57		14	140	18			397	305	3	14	2,986	2,198	31	51	25,215	10,262	107	1,507						
Fishing and Trapping.....	6	3			1	1			4		2		23	16	2		76	53	5							
Mining, Quarrying and Oil Wells	601	366	9	100	423	226	24	91	1,432	772	23	45	1,488	807	20	188	6,525	3,855	98	602						
Metal Mining.....	468	295	9	42	100	26	1	29	214	64	3	21	803	503	3	184	3,309	1,748	17	434						
Fuels.....	43	11	43	288	189	12	59	958	573	11	24	77	236	182	16	3	510	401	18	7						
Non-Metal Mining.....	1						8		18	9			25	24	1		339	243	18	2						
Quarrying, Clay and Sand Pits .....	12	5			10	1	8		11				25	24	1		339	243	18	2						
Prospecting.....	77	54		15	25	10	3	3	231	118	12		47	34			457	260	16	22						
Manufacturing.....	4,303	2,549	585	70	1,398	832	171	146	4,117	2,554	357	126	11,841	8,499	770	274	94,095	63,957	5,902	2,763						
Foods and Beverages.....	764	457	102		477	330	51	1	897	556	148	5	1,583	1,119	194	10	12,343	8,254	1,190	72						
Tobacco and Tobacco Products.....									13	13			12	2	10		132	79	10	1						
Rubber Products.....	10	5			6	7			2	2			10	6	1		1,058	759	53	21						
Leather Products.....	83	46	14			3			17	9			91	47	3		2,308	1,527	30	9						
Textile Products (except clothing)	106	63	2		16	5	10		50	42			125	101	3		4,311	3,164	137	11						
Clothing (textile and fur)	904	498	105		57	34	6		105	80			214	135	6		8,108	4,880	211	22						
Wood Products.....	393	219	59		67	34	7	1	426	310	26		4,827	3,926	85	47	11,856	8,681	403	134						
Paper Products.....	110	86	6	2	6	5		2	153	41	8	2	604	412	74	6	4,254	3,034	322	94						
Printing, Publishing and Allied																										
Industries.....	183	84	40		49	27	9		143	78	25		336	118	130		3,194	1,730	600	12						
Iron and Steel Products.....	716	430	135	3	196	107	15	11	582	355	62	1	1,148	807	93		14,960	10,453	925	148						
Transportation Equipment.....	381	237	38		1	259	133	17	4	775	489	29	6	861	568	43	15	10,334	7,288	410	465					
Non-Ferrous Metal Products.....	52	36	5	41					71	64	47	3	91	2,227	771	3	181	5,644	3,188	133	1,512					
Electrical Apparatus and Supplies	102	69	4	7	14	9	4	7	119	35	2		92	48	18		4,813	3,287	206	86						
Non-Metallic Mineral Products.....	107	66	14		76	38	6		458	316	10	1	224	115	59		2,907	1,979	246	11						
Products of Petroleum and Coal.....	68	40	16		41	31	1	21	49	37	2	1	111	62	20		759	512	76	25						
Chemical Products.....	158	112	20	15	99	41	45	28	219	117	36	16	268	190	25	1	4,289	2,396	801	101						
Miscellaneous Manufacturing																										
Industries.....	166	101	25	1	30	28			45	27	3		108	72	3	9	2,825	1,846	149	19						
Construction.....	3,492	2,636	175	209	3,587	2,669	286	79	7,235	4,728	330	75	8,494	5,978	470	630	29,323	56,804	4,393	3,210						
General Contractors.....	2,645	2,050	135	188	3,000	1,678	210	74	5,551	3,567	194	68	7,202	51,57	381	617	62,444	45,038	3,334	2,926						
Special Trade Contractors.....	777	586	40	21	587	391	76	5	1,684	1,161	136	7	1,292	821	89	13	16,879	11,766	1,059	284						
Transportation, Storage and																										
Communication.....	2,188	1,282	227	111	1,368	715	168	43	2,594	1,286	388	45	2,899	1,723	533	4	27,454	15,751	5,431	607						
Transportation.....	1,881	1,138	121	110	1,444	593	105	26	2,126	1,075	221	44	2,319	1,350	383	4	23,674	13,614	4,000	542						
Storage.....	232	102	102			71	55		333	123	160		355	157	137		2,400	1,225	755	26						
Communication.....	55	42				51	8	17	135	88	7		225	216	13		1,410	912	75	39						





## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE JUNE 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability Days in Brackets)		Amount of Benefit Paid
					\$
Newfoundland.....	6.0	1,247	25,059	(401)	507,275
Prince Edward Island.....	6	104	2,331	(93)	37,874
Nova Scotia.....	6.1	1,550	25,473	(2,147)	441,249
New Brunswick.....	7.6	1,685	31,898	(2,269)	594,708
Quebec.....	48.4	15,023	203,111	(29,426)	3,817,797
Ontario.....	35.9	17,057	150,894	(21,704)	2,741,378
Manitoba.....	5.8	1,295	24,452	(2,859)	425,907
Saskatchewan.....	2.7	409	11,548	(1,352)	203,945
Alberta.....	4.5	1,305	19,071	(2,220)	352,056
British Columbia.....	10.5	3,728	44,177	(5,951)	808,667
Total, Canada, June 1956.....	128.1	43,403	538,014	(68,422)	9,930,856
Total, Canada, May 1956.....	228.5	78,232	1,005,401	(93,458)	19,154,627
Total, Canada, June 1955.....	170.4	64,865	4,113,157	(86,166)‡	12,645,439

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly"

‡ Days.

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE “LIVE FILE” ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, JUNE 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)									June 30, 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
Canada.....	136,032*	24,626	9,761	13,418	20,402	18,285	13,521	10,152	25,867	186,321
Male.....	82,287	14,381	5,506	7,585	12,176	12,019	8,934	6,277	15,409	125,793
Female.....	53,745	10,245	4,255	5,833	8,226	6,226	4,587	3,875	10,458	60,528
Newfoundland.....	4,711	404	244	278	655	883	674	580	993	4,361
Male.....	4,370	366	227	251	619	845	628	538	896	4,066
Female.....	341	38	17	27	36	38	46	42	97	295
Prince Edward Island....	603	96	54	54	85	91	57	36	130	730
Male.....	407	69	40	41	62	50	43	27	75	517
Female.....	196	27	14	13	23	41	14	9	55	213
Nova Scotia.....	6,948	1,306	439	567	1,260	1,068	597	434	1,277	10,085
Male.....	5,402	1,024	358	452	1,009	875	420	314	950	8,571
Female.....	1,546	282	81	115	251	193	177	120	327	1,514
New Brunswick.....	7,240	864	451	652	1,414	1,439	816	549	1,055	7,878
Male.....	5,548	650	351	503	1,146	1,184	598	427	689	6,397
Female.....	1,692	214	100	149	268	255	218	122	366	1,481
Quebec.....	50,816	9,206	3,796	5,180	7,626	7,125	6,053	3,834	7,996	63,305
Male.....	31,628	5,365	2,095	2,905	4,500	4,892	4,491	2,690	4,690	41,197
Female.....	19,188	3,841	1,701	2,275	3,126	2,233	1,562	1,144	3,306	22,108
Ontario.....	40,680	8,384	3,183	4,393	5,943	4,521	3,150	2,757	8,349	64,448
Male.....	20,942	4,243	1,553	2,192	2,967	2,400	1,541	1,354	4,692	41,060
Female.....	19,738	4,141	1,630	2,201	2,976	2,121	1,609	1,403	3,657	23,388
Manitoba.....	5,414	672	252	420	769	674	471	424	1,732	7,129
Male.....	2,674	290	118	190	367	340	236	204	929	4,044
Female.....	2,740	382	134	230	402	334	235	220	803	3,085
Saskatchewan.....	2,676	252	149	173	372	315	259	241	915	3,560
Male.....	1,421	126	60	80	212	176	136	111	520	2,401
Female.....	1,255	126	89	93	160	139	123	130	395	1,159
Alberta.....	5,037	861	343	520	715	703	525	350	1,020	8,672
Male.....	3,333	557	228	393	462	504	377	190	622	6,079
Female.....	1,704	304	115	127	253	199	148	160	398	1,993
British Columbia.....	11,907	2,581	850	1,181	1,563	1,466	919	947	2,400	16,153
Male.....	6,562	1,691	476	578	832	753	464	422	1,346	10,861
Female.....	5,345	890	374	603	731	713	455	525	1,054	5,292

\* This total, which includes disability claimants, is comparable to former totals of ordinary, short-time and temporary lay-off claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JUNE 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices	Disposal of Claims (Regular Benefit only) and Claims Pending at End of Month					
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,065	865	200	1,427	572	855	392
Prince Edward Island.....	216	141	75	204	141	63	68
Nova Scotia.....	2,433	1,695	738	2,543	1,739	804	706
New Brunswick.....	1,935	1,347	588	2,304	1,587	717	519
Quebec.....	19,838	12,612	7,226	20,910	15,131	5,779	5,202
Ontario.....	19,898	13,010	6,888	21,128	15,729	5,399	4,543
Manitoba.....	1,752	1,236	516	1,802	1,240	562	287
Saskatchewan.....	696	512	184	703	423	280	152
Alberta.....	1,794	1,230	564	1,934	1,399	535	361
British Columbia.....	5,585	3,434	2,151	6,097	4,492	1,605	1,190
Total, Canada, June 1956.....	55,212	36,082	19,130	59,052	42,453	16,599	13,420
Total, Canada, May 1956.....	84,099	55,856	28,243	100,493	66,712	33,781	17,260
Total, Canada, June 1955.....	90,380	50,711	39,669	88,493	70,522	17,971	23,538

\* In addition, revised claims received numbered 18,147.

† In addition, 19,121 revised claims were disposed of. Of these, 1,868 were special requests not granted, and 941 were appeals by claimants. There were 2,076 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT (Revised)**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1955—May.....	3,262,000	2,908,100	353,900
June.....	3,257,000	3,112,600	144,340
July.....	3,405,000	3,218,700	186,300
August.....	3,412,000	3,244,300	167,700
September.....	3,456,000	3,303,200	152,800
October.....	3,457,000	3,311,600	145,400
November.....	3,469,000	3,305,900	163,100
December.....	3,517,000	3,297,200	219,800
1956—January.....	3,600,000	3,211,900	388,100†
February.....	3,613,000	3,136,100	476,900†
March.....	3,666,000	3,155,000	511,000†
April.....	3,675,000	3,163,900	511,100†
May.....	3,502,000	3,209,900	292,100

\* Claimants having an unemployment register in the live file last working day of preceding month. The series prior to November 1955 has been revised to include all claimants (ordinary, short-time and temporary lay-off).

† Includes seasonal benefit claimants.



# F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	108.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6
July.....	118.5	114.4	132.7	108.6	116.7	121.1

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JULY 1956**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	July 1955	June 1956	July 1956					
(1) St. John's, Nfld.....	104.5	107.6	108.1	107.2	109.8	100.9	105.2	114.5
Halifax.....	114.7	115.6	116.0	107.6	126.3	114.8	120.5	120.3
Saint John.....	117.3	118.2	118.7	112.2	130.1	116.8	117.6	124.5
Montreal.....	116.7	118.1	119.1	117.4	137.8	107.7	114.8	120.6
Ottawa.....	117.0	118.8	119.4	112.9	137.9	111.7	115.9	123.9
Toronto.....	118.7	120.4	121.5	114.1	148.9	111.1	116.2	122.8
Winnipeg.....	115.5	116.6	117.6	114.0	127.6	112.8	113.7	121.3
Saskatoon—Regina.....	114.3	115.2	115.6	113.0	118.1	114.7	116.9	116.5
Edmonton—Calgary.....	114.1	114.9	115.7	111.1	121.2	112.7	117.0	119.7
Vancouver.....	116.5	118.4	119.3	113.3	128.7	113.7	127.8	120.7

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JULY 1955, 1956†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
<b>1956*</b>						
January.....	13‡	13	17,335‡	17,335	338,340	0.38
February.....	12	22	3,884	20,144	234,795	0.27
March.....	12	22	2,324	3,243	16,875	0.02
April.....	14	20	2,500	2,772	10,050	0.01
May.....	29	33	16,420	17,855	136,510	0.16
June.....	23	36	9,576	16,815	77,775	0.09
July.....	32	39	8,260	9,193	57,820	0.07
Cumulative.....	135		60,299		872,165	0.14
<b>1955</b>						
January.....	18‡	18	12,179‡	12,179	218,985	0.25
February.....	5	12	346	2,843	20,669	0.02
March.....	7	13	1,778	2,297	15,752	0.02
April.....	16	21	1,821	2,656	25,369	0.03
May.....	9	17	2,237	3,200	40,500	0.05
June.....	24	32	5,216	6,730	47,510	0.05
July.....	19	33	7,869	10,924	95,975	0.11
Cumulative.....	98		31,446		464,760	0.08

\* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JULY 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			

**Strikes and Lockouts in Progress Prior to July 1956**

MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Knitted goods factory workers, Berthierville, Que.	1	6	60	June 11	Protesting proposed reduction in piece-work rates; con- cluded by July 16; replace- ment; in favour of employer.
<i>Miscellaneous Wood Products—</i> Sawmill workers, Vavenby, B. C.	1	24	500	June 22	For a union agreement pro- viding for increased wages and union shop; unconcluded.
<i>Metal Products—</i> Electrical apparatus factory workers, Toronto, Ont.	1	315	6,500	May 3	For a new agreement providing for increased wages and pension plan, following refer- ence to conciliation board; unconcluded.
Die casting factory workers, Wallaceburg, Ont.	1	294	5,880	May 17	For a new agreement providing for reduced hours from 45 to 40 per week with same take- home pay, following reference to conciliation board; concluded by July 30; civic conciliation; com- promise.
CONSTRUCTION— <i>Buildings and Structures—</i> Plumbers and steamfitters, Southwestern Ontario	15	220	1,980	June 6	For a new agreement providing for increased wages; con- cluded by July 16; negoti- ations; compromise.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Miscellaneous—</i> Wire broadcast and television service employees, Montreal, Que.	1	43	40	June 27	For a union agreement pro- viding for increased wages, reduced hours from 44 to 40 per week with same take- home pay, union shop and check-off, following reference to arbitration board; con- cluded July 1; negotiations; compromise on wages and hours, no union agreement.
SERVICE— <i>Business and Personal—</i> Laundry workers and dry cleaners, Moncton, N.B.	1	31	310	June 6	For increased wages, following reference to conciliation board; concluded July 14; negotiations; compromise.

**Strikes and Lockouts Commencing During July 1956**

LOGGING— Loggers, Gordon River, B.C.	1	190	3,040	July 10	Dispute over notice to start work at 5 am. instead of 7 am. because of fire hazard during dry weather; unconcluded.
MINING— Iron miners, Marmora, Ont.	1	257	5,400	July 3	Sympathy with steel strike in United States; uncon- cluded.



TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JULY 1956 <sup>(1)</sup>

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
Uranium miners and processors, Algonia Mills, Ont.	1	300	600	July 4	Alleged delay in negotiations for a new agreement providing for increased wages, reduced hours and other changes; concluded July 5; return of workers pending further negotiations; indefinite.
Coal miners, Gardiner Mines, N.S.	1	260	260	July 11	Dispute over stone brushing; concluded July 11; return of workers pending settlement; indefinite.
Gold miners, Sullivan, Que.	1	186	3,160	July 12	For a union agreement providing for increased wages, reduced hours, non-wage benefits and union security, and alleged discrimination in dismissal of two workers; unconcluded.
Lithium miners, Barraute, Que.	1	246	735	July 16	For a union agreement providing for increased wages, reduced hours, non-wage benefits and union security; concluded July 18; conciliation; in favour of workers.
MANUFACTURING— <i>Tobacco and Liquors—</i> Brewery workers, Timmins, Ont.	1	31	280	July 20	For a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, welfare plan and other changes, following reference to conciliation board; unconcluded.
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Cornwall, Ont.	1	<sup>(3)</sup> 1,880	4,700	July 1	Protesting clause in new agreement <i>re</i> "sore eyes"; concluded July 3; return of workers pending further negotiations; indefinite.
Loom fixers, Cornwall, Ont.	1	<sup>(4)</sup> 54	150	July 6	Protesting dismissal of head loom fixer for refusal to work as loom fixer; concluded July 11; return of workers pending further negotiations; indefinite.
Hosiery factory workers, St. Jean, Que.	1	123	1,700	July 16	Protest against shut-down of two knitting machines with lay-off of five workers; unconcluded.
Cotton, jute and paper bag factory workers, Vancouver, B.C.	1	26	275	July 17	For a new agreement providing for increased wages in textile department to parity with paper department, following reference to conciliation board; unconcluded.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JULY 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During July 1956—Continued					
Children's clothing factory workers, Joliette, P.Q.	1	<sup>(5)</sup> 6	35	July 18	For increased wages, piece rates; concluded by July 26; return of workers and replacement; in favour of employer.
Textile factory workers, Montmagny, Que.	1	453	900	July 30	For a new agreement providing for increased wages, adjustment of job classifications and other changes, following reference to arbitration board; unconcluded.
Hosiery factory workers, Sherbrooke, Que.	1	65	65	July 31	Protesting reduction in wages and for union recognition; unconcluded.
<i>Pulp, Paper and Paper Products—</i> Pulp mill workers, Watson Island, B.C.	1	<sup>(6)</sup> 250	1,500	July 25	Protesting dismissal of a bricklayer; unconcluded.
<i>Miscellaneous Wood Products—</i> Sawmill workers, Field, Ont.	1	81	1,130	July 16	Protesting dismissal of union president following dispute over grievance during negotiations for a new agreement with new management; unconcluded.
Sawmill workers, Cache Bay, Ont.	1	202	2,170	July 19	For implementation of award of conciliation board for increased wages in new agreement under negotiations; unconcluded.
Sawmill workers, Timmins, Ont.	1	30	90	July 24	Protesting suspension of two workers for refusal to wear life-saving jackets; concluded July 27; negotiations; in favour of employer.
Sash and door factory workers, Lambton, Que.	1	21	55	July 27	For union recognition; unconcluded.
<i>Metal Products—</i> Wire and cable factory workers, Guelph, Ont.	1	314	6,500	July 3	For a new agreement providing for increased wages and change in seniority clause, following reference to conciliation board; unconcluded.
Steel mill workers, Hamilton, Ont.	1	40	840	July 3	Sympathy with steel strike in United States; unconcluded.
Washing machine and boiler factory workers, Toronto, Ont.	1	1,200	4,000	July 16	Protesting change in time of payment of wages; concluded July 19; negotiations; compromise.
<i>Shipbuilding—</i> Shipyard workers, Sorel, Que.	1	1,500	2,250	July 30	For a new agreement providing for increased wages and non-wage benefits; unconcluded.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, JULY 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During July 1956—Concluded					
CONSTRUCTION— <i>Buildings and Structures—</i>		(7)			
Truck drivers, Kitimat, B.C.	1	80	560	July 12	Protesting dismissal of shop steward following dispute re foreman transporting building materials; concluded July 20; reference to arbitration board; in favour of workers.
Carpenters, Quirke Lake, Ont.	1	200	700	July 16	Refusal to work with non-union carpenters employed by another contractor; concluded July 19; return of workers pending settlement; indefinite.
Plasterers, Oshawa, Ont.	1	(8) 10	25	July 26	For increased wages to prevailing Oshawa rate; concluded July 30; negotiations; in favour of workers.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Other Local and Highway Transport—</i>					
Truck drivers, Nanaimo, B.C.	1	7	20	July 27	For payment of wage rate provided for in agreement; unconcluded.
TRADE—					
Brewery warehouse and retail stores clerks, Windsor, Ont.	.....	90	360	July 14	Protest against employment of certain temporary workers; concluded July 18; return of workers pending further negotiations; indefinite.
Soft drink route sales- men and warehouse workers, Hamilton, Ont.	1	11	70	July 24	For a union agreement providing for increased wages, following conciliation; unconcluded.
SERVICE— <i>Business and Personal—</i>					
Garage mechanics and helpers, Montreal, Que.	1	110	630	July 16	Protesting replacement of superintendent for alleged lack of discipline; concluded July 21; return of workers; in favour of employer.
Garage mechanics and helpers, St. Catharines, Ont.	1	21	290	July 16	For a union agreement providing for increased wages, seniority, union security and welfare plan, following conciliation; unconcluded.
Hotel employees, Leamington, Ont.	1	16	60	July 27	For union recognition and agreement, following conciliation; unconcluded.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(3) 365 indirectly affected; (4) 326 indirectly affected; (5) 10 indirectly affected; (6) 329 indirectly affected; (7) 2,000 indirectly affected; (8) 475 indirectly affected.



## manpower and labour relations

### REVIEW

Economics and Research Branch, Department of Labour, Canada

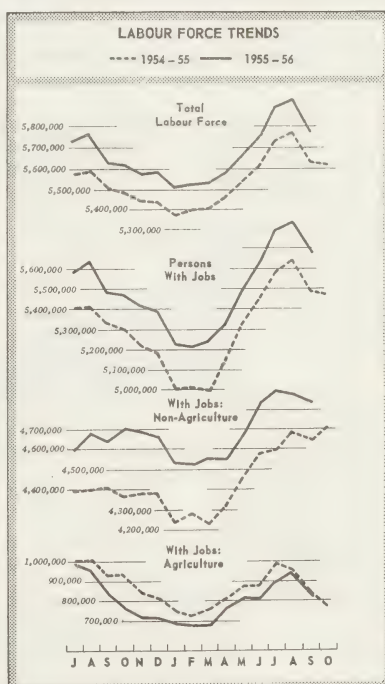
## Current Manpower Situation

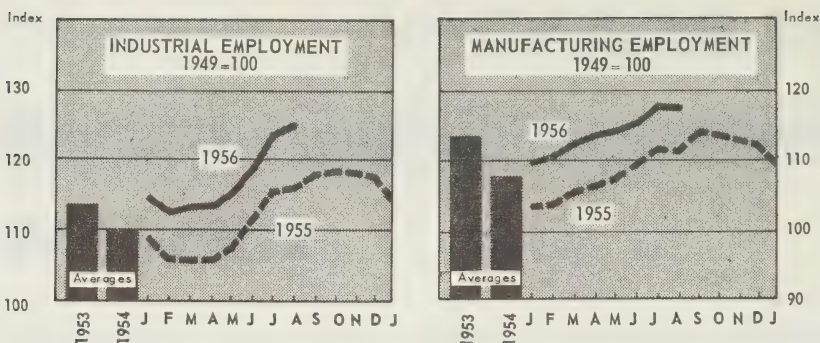
**E**CONOMIC activity and employment were both well maintained during September although the usual seasonal decline in employment occurred at the beginning of the month as students and other short-term workers withdrew from the labour force. Because of the pressure on manpower resources this year, considerable numbers of otherwise inactive people have been drawn into gainful employment. Nevertheless, workers were in short supply in a large number of occupations.

Employment during September was at a new high for the month, persons with jobs being estimated at 5,676,000. This was 147,000 below the figure for August but 181,000 above that for September 1955.

A little more than two-thirds of the drop was the result of a decline in agricultural activity. Harvesting work was nearly finished in most regions, in spite of the extraordinary difficulties experienced in recruiting workers. In the Prairie Provinces in particular, it was necessary to make use of a great deal of part-time help and of members of the armed forces. At the end of the month, the demand for harvesters and general farm workers was still strong in the Atlantic, Ontario and Prairie regions.

The employment trend in non-agricultural industries has shown





a tendency to level off after the rapid rise earlier in the year. The estimate of non-farm job-holders dropped 42,000 from the previous month, perhaps slightly less than usual. After adjustments for seasonal changes, employment in this sector was 2 per cent higher than at the beginning of this year and 9 per cent higher than at the beginning of 1955.

In addition to the usual drop in the tourist industry, some fairly large layoffs occurred during September, although most of these were short-term. About 8,000 workers were released because of the model change-over at General Motors and Chrysler but most of these were back at work early in October. Production of new models was resumed at the Ford Motor Company and workers laid off in August were recalled. The end of the farm implement production season resulted in the temporary layoff of about 1,600 workers, bringing the number released by this industry in the past two months to more than 4,000.

In most areas of the country, however, the employment situation was more remarkable for a scarcity of labour than for layoffs. The estimate of persons without jobs and seeking work declined slightly to 97,000 and registrations for employment at offices of the National Employment Service dropped to the lowest level in four years. The scarcity of workers was particularly marked in northern Ontario and in the three Prairie provinces. In fact, only two areas in these regions did not report a general shortage of labour.

The pressure on manpower resources this year has drawn an increasing proportion of the adult population into employment. During the past few years, there was a noticeable decline in labour force participation by persons in the younger and older age groups—a probable reflection of longer schooling and earlier retirement. This year, however, the trend has been reversed. The participation rates for males, 14–19 years of age and 65 years of age and over, show a significant increase over last year, and the rates for females have been higher in all age groups. It is estimated, in fact, that the increased participation rate alone is responsible for the addition of some 50,000 to the labour force during the year. This higher rate is attributable in no small degree to the manpower squeeze in agriculture.

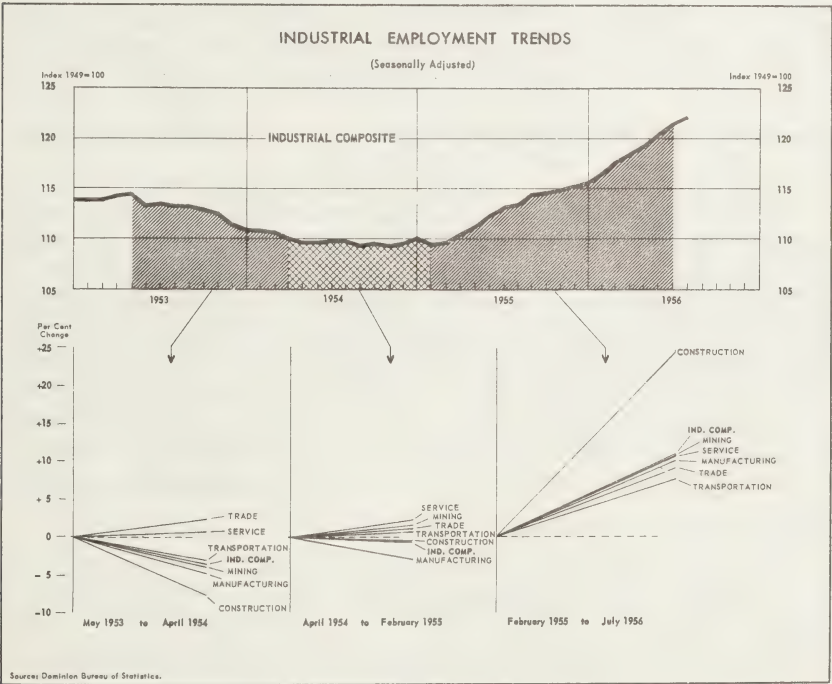
The expansion in economic activity during the past year and a half has resulted in some spectacular employment gains, particularly in

certain industries. These gains should, however, be viewed in the perspective of longer run trends. The accompanying chart shows the trend of employment, seasonally adjusted, for the industrial composite, from 1953 to the present time, and percentage changes for the various industrial groups during this period.

The dynamic role of construction in the current upturn is clearly demonstrated, for employment in this industry increased almost 25 per cent from February 1955 to July 1956. This reflects a remarkable jump in construction investment over the past two years, with spending in 1955 more than 16 per cent higher than in 1954, and intended expenditures in 1956 about 27 per cent higher than in 1955.

The construction industry has shown little or no sign of slackening its pace, although normally building activity begins to slow down at this time of year. Some changes have occurred, however, within the industry. Housing construction has slackened somewhat in recent weeks but this has had little effect on total employment in the industry: increased labour requirements in other fields of construction have more than offset the reduction in house-building. Construction employment in August was estimated at 480,000—almost 50,000 more than ever before.

Other industries also have responded to rising demand pressures. Employment in the primary industries, apart from agriculture, has risen quite sharply as a result of the heavy demand, both at home and abroad, for industrial raw materials. Manufacturing employment, seasonally adjusted, has risen by about 10 per cent since the beginning of 1955, as a





result not only of high levels of investment spending but also of increased expenditures by consumers for housing and many types of durable goods. To carry the much increased traffic, the transportation industries have hired additional staff and employment in the various service and distribution industries has risen to keep pace with the generally increased tempo of economic activity.

In fact, the increase in employment has, in varying degree, been distributed over the entire industrial complex. Some industries, such as construction, have been able to attract greater numbers of workers than other industries because of the drawing power of high wages. More than 6,000 vacancies for carpenters and unskilled construction workers were registered with the NES at the end of September this year, more than double the year-earlier figure. Shortages have also been reported in a fairly wide range of other occupations. NES statistics indicate that, in addition to the occupations mentioned, there were significant scarcities of loggers, miners, sheet-metal workers, engineers, draughtsmen, electronic technicians, auto mechanics, secretaries, stenographers and domestic servants. Workers in these occupational groups were urgently required in all regions.

In order, however, to set the current manpower picture into proper perspective, it is necessary also to take into account the recession period that preceded the 1955 upturn. It is evident from the foregoing chart that while construction, mining and, to a lesser extent, manufacturing, made striking advances since the beginning of 1955, these gains were partly offset by losses during the latter part of 1955 and in 1954. Employment in manufacturing actually dropped substantially (about 7 per cent) during the recession period and, although an equally marked rise has occurred since then, the net gain in employment in manufacturing since 1953 was less than 3 per cent. Construction employment had declined by nearly 8 per cent during this period. Transportation and communications employment had also dropped by more than 2 per cent mainly as a result of heavy layoffs by the railways.

On the other hand, the service and distribution industries, which together account for about 40 per cent of all workers in Canada, registered sizeable employment gains not only since the spring of 1955, but also during the recession period. It is estimated, in fact, that more than 60 per cent of the rise in employment between July 1953 and July 1956, (i.e., more than 200,000) can be attributed to expansion of the service and distribution industries. Thus, while rapidly expanding industries, such as mining and construction, are exerting heavy pressure on available supplies of workers, shortages in these industries have tended to obscure the growth of employment in the tertiary industries in recent years.

# Labour-Management Relations

**S**INCE agreements were completed earlier in the year covering most of the major collective bargaining situations, negotiations during the past two months have centred around relatively small bargaining units spread over many industries. Demands of the unions for substantial wage increases and other benefits have in most cases been settled peacefully, but the number of strikes has been greater than usual.

The 52 stoppages reported for August 1956 is the highest figure for some years and preliminary figures for September show only a slight drop to 48. More than 20 of these each affected fewer than 100 workers and only 9 involved more than 500. In total 14,069 workers were involved in the 48 stoppages and the time loss was 111,200 man-days. In September 1955, 34 strikes and lockouts with 23,176 workers caused 214,090 days of lost time.

Wage increases of considerable size together with substantially improved fringe benefits negotiated earlier for many large bargaining units have resulted in pressures in the smaller units for similar gains. Wage increases appear to have been a main point at issue in more than two-thirds of the strikes in existence during September. Such fringe benefits as vacations, statutory holidays, health and welfare and pensions were also matters in dispute in more than 40 per cent of the stoppages. Hours of work, union security and seniority were factors in a much smaller proportion of the disputes.

Preliminary figures compiled in the Department of Labour show that in the first nine months of this year there were 191 strikes and lockouts. The 79,317 workers directly affected lost a total of 1,071,075 man-days. In the corresponding period last year, the figures were 130 strikes and lockouts, 52,530 workers and 771,075 man-days.

## Labour Organization

Final figures on labour organization in Canada for 1956 have now been prepared by the Department and the 1956 edition of *Labour Organization in Canada* is in the process of publication. The report shows that at May 1, 1956, membership of labour unions in Canada was estimated at 1,351,652, an increase of more than 80,000 over the previous year. More than one million of the union members are in organizations affiliated with the new Canadian Labour Congress. The estimated union membership at May 1, 1956, is shown in the accompanying table by affiliation.

## Collective Bargaining

**Metal Containers** – A new agreement between the Continental Can Co. of Canada Limited and the United Steelworkers of America applies to plants in the United States and Canada. Approximately 900 employees in plants of the company at Toronto and Vancouver are affected by the new three-year agreement, which is reported to provide wage increases totalling more than 20 cents an hour during its life.

# Estimated Union Membership, May 1956

	Branches	Members
Canadian Labour Congress .....	5,238	1,030,000
AFL-CIO/CLC .....	3,527	821,000
CLC only .....	1,662	203,000
AFL-CIO directly chartered locals (affiliated with CLC) .....	49	6,000
Canadian and Catholic Confederation of Labour .....	432	101,000
American Federation of Labor—Congress of Industrial Organizations only .....	24	1,000
International Railway Brotherhoods .....	366	44,000
Unaffiliated International Unions .....	170	81,000
Unaffiliated national, regional and local organizations	532	94,000
Total .....	6,762	1,351,000

**Engineering Machinery** — Canadian Vickers, Limited, Montreal, has agreed with four unions to a 10-cent-an-hour increase in a one-year contract. Other contract changes concern overtime, statutory holidays, pensions and seniority. The four unions are the International Brotherhood of Boilermakers, the International Association of Machinists, the Sheet Metal Workers' International Association, and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry.

**Transportation Equipment** — Early in October the management of Canadian Car & Foundry Co., Limited, Fort William, and the United Automobile Workers agreed on a new contract. Employees will receive immediate wage increases ranging from 5 to 10 cents an hour and a further 4 cents on June 1, 1957.

Meanwhile a dispute between the same company and the Brotherhood of Railway Carmen, representing employees at the Dominion and Turcot works in Montreal, has been referred to conciliation. In addition to a wage increase, the union is seeking a work week of 40 hours, three weeks' vacation after 10 years' service, additional statutory holidays, a union shop and company financed pension and health plans.

**Electrical Apparatus** — Employees of R.C.A. Victor Co., Limited, Prescott, are covered by a new two-year agreement which provides increases totalling 16 cents an hour payable at intervals during the two years. The work week will be reduced progressively from 42½ to 40 hours. The employees are represented by the International Union of Electrical, Radio and Machine Workers.

Agreement between the United Steelworkers of America and the English Electric Company of Canada, Limited, St. Catharines, ended the strike of approximately 600 employees that began September 24. The new 28-month contract is reported to provide benefits valued at approximately 20 cents per hour.

**Chemicals** — Differences between Polymer Corporation, Limited, and the Oil, Chemical and Atomic Workers of America have been referred to a



conciliation officer. The union has been seeking a one-year contract with a 20-per-cent increase. The counter-proposal of the company was a three- or 3½ - year contract with an immediate 6-per-cent increase in rates, a further 3 per cent at April 1, 1957, and 3 per cent at April 1, 1958, plus a cost-of-living escalator clause.

**Automobiles** — Negotiations have been going on for some time between Chrysler Corporation of Canada, Limited, and the United Automobile Workers of America. Although agreement had not been reached at the middle of October, it was reported that, with the assistance of a conciliation officer, some progress towards a settlement had been made. It appears that one of the main matters in dispute concerns the length of time any new agreement should apply.

**Shipyards** — Approximately 5,000 workers are affected by negotiations at several shipyards in Vancouver and Victoria. The companies and the several unions bargaining jointly are reported to have reached a basis for settling differences for submission to a vote of the employees. The unions had originally requested an increase in wages of 35 cents an hour as well as improvements in fringe benefits.

**Primary Textiles** — The Textile Workers' Union of America is reported to have negotiated a new agreement with the Hamilton Cotton Company, Limited, covering plants in Hamilton, Dundas and Trenton. The two-year agreement is reported to provide wage increases amounting to 6 cents an hour.

### **Working Conditions — Office Workers**

The 1956 survey of working conditions revealed little change from 1955 in the standard hours for office employees in manufacturing. Establishments accounting for 91 per cent of the total office workers reported a 5-day week (89 per cent in 1955) and almost 63 per cent of the office workers had a weekly schedule of 37½ hours or less (60 per cent in 1955).

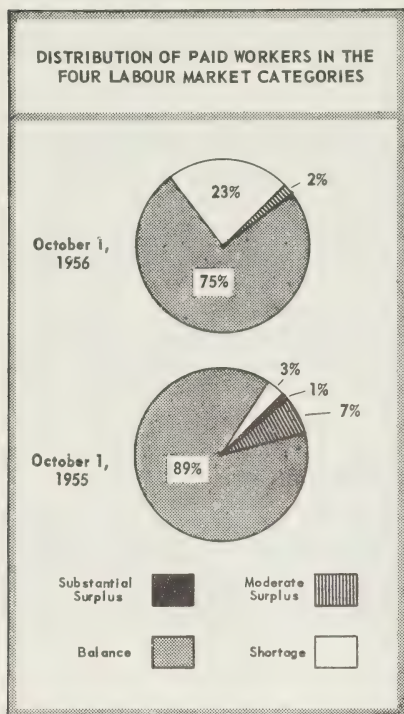
The proportion of employees in offices of manufacturing plants where eight or more paid statutory holidays were granted was higher in 1956 (85 per cent) than in 1955 (82 per cent). About one-quarter of the employees were in offices paying for nine or more in 1956, compared with one-fifth in the previous year.

There was evidence that the trend towards a more liberal vacation policy continued. Employees in plants reporting a three-week vacation constituted 72 per cent of the total. This is only slightly higher than in 1955, but the proportion in plants where three weeks were given after 10 years' service or less jumped to 10 per cent from 5 per cent in 1955. Four-week vacations also showed some gain—13 per cent in the latest survey compared with less than 8 per cent in 1955.

Pension plans for office employees were reported in effect in offices employing 78 per cent of the total (74 per cent in 1955). For group life and wage loss insurance, the proportions were virtually unchanged from last year at 90 and 58 per cent respectively.

Additional information on working conditions of office employees will appear in the November issue. An article on working conditions of plant employees appears in this issue on page 1303.

# Manpower Situation in Local Areas



**A** GENERAL shortage of labour was still reported at October 1 in one-quarter of the 109 labour market areas regularly surveyed by the Department of Labour. All but two of the remainder were in the classification denoting approximate balance between labour requirements and the available supply. Eighteen of the 20 areas in the Prairie Provinces were in shortage, a reflection of the rapidly increasing industrial output, the heavy programs of industrial, institutional and highway construction in all three provinces, and the harvesting of an above-average grain crop. All the areas of northwestern Ontario were also in the shortage category because of the persistent scarcity of workers in forestry, construction and mining.

Most of the changes in area classification during September involved the movement into and out

of the shortage category. By October 1, the harvesting of tobacco, grain and field crops was near completion in many areas and the resulting release of workers eased the shortage of construction and woods workers. In other areas, however, the requirements of construction and manufacturing increased more rapidly than the available supply of workers.

The situation in Windsor and Oshawa showed the expected improvement as automobile workers were recalled after layoffs for model change-over; Windsor was reclassified into the moderate surplus category and Oshawa into balance.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Oct. 1 1956	Oct. 1 1955	Oct. 1 1956	Oct. 1 1955	Oct. 1 1956	Oct. 1 1955	Oct. 1 1956	Oct. 1 1955
Metropolitan	—	—	1	1	6	9	4	1
Major Industrial	—	1	1	7	22	19	4	—
Major Agricultural	—	—	—	—	6	14	8	—
Minor	—	—	—	3	46	53	11	1
Total	—	1	2	11	80	95	27	2

\*See inside back cover May *Labour Gazette*.

# CLASSIFICATION OF LABOUR MARKET AREAS

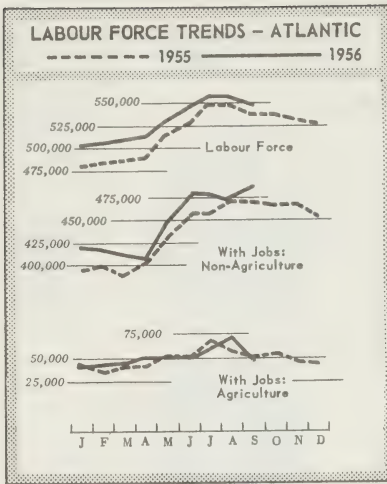
October 1, 1956

LABOUR SURPLUS		APPROXIMATE BALANCE		LABOUR SHORTAGE
Group 1	Group 2	Group 3	Group 4	
METROPOLITAN AREAS (labour force 75,000 or more)	→ WINDSOR	Hamilton Montreal Quebec - Levis St. John's Toronto Vancouver - New Westminster	Calgary Edmonton Ottawa - Hull Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Brantford	Corner Brook Cornwall Farnham - Granby Guelph Halifax Joliette Kingston Lac St. Jean London Moncton New Glasgow Niagara Peninsula → OSHAWA Peterborough Rouyn - Val d'Or Saint John Sarnia Shawinigan Falls Sherbrooke Sydney Trois Rivières Victoria	Fort William - Port Arthur → KITCHENER Sudbury Timmins - Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)		Barrie Chatham Charlottetown Prince Albert Rivière du Loup Theford - Megantic - St. Georges	Brandon Lethbridge Moose Jaw North Battleford Red Deer Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 - 25,000)		Bathurst Belleville - Trenton Beauharnois BRACEBRIDGE ← Brampton Bridgewater Campbellton → CENTRAL VANCOUVER ISLAND Chilliwack → DRUMMONDVILLE Edmonton Fredericton Galt Gaspé Goderich Grand Falls Kantville Lachute - Ste. Thérèse Lindsay Montmagny Newcastle North Bay Okanagan Valley Owen Sound PEMBROKE ← Portage la Prairie Prince George Prince Rupert Quebec North Shore Rimouski SIMCOE ← Sorel Ste. Agathe - St. Jérôme St. Hyacinthe St. Jean Stratford St. Stephen Summerside Trail - Nelson Truro Valleyfield Victoriaville Walkerton WOODSTOCK - INGERSOLL WOODSTOCK, N.B. ← Yarmouth	Cranbrook → DRUMHELLER Dauphin Dawson Creek → KAMLOOPS Listowel Medicine Hat → SAULT STE. MARIE → ST. THOMAS Swift Current Weyburn	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.



## ATLANTIC



TOTAL employment in the Atlantic region changed very little during September from the record level reached in August. Persons with jobs were estimated at 536,000 at September 22, a decline of 7,000 from a month earlier but an increase of 17,000 from a year earlier. The decline was entirely the result of seasonal reductions in the labour force. Demands for construction and forestry workers eased slightly during the month as a result of the usual shift from farm to non-farm employment following completion of the hay harvest. Nevertheless, expansion of non-farm employment reduced available labour supplies

to the lowest level in five years. Construction continued very active, resulting in heavy demands for skilled tradesmen.

Manpower requirements in the region as a whole have been much stronger this summer than last. Employment levels differed most noticeably from a year ago in construction, forestry, trade and manufacturing. Construction was particularly brisk in New Brunswick, mainly because of continuing work on large projects such as the \$50,000,000 hydro-electric plant at Beechwood and the army camp at Gagetown. The increase in forestry employment reflects the improvement in foreign and domestic markets for lumber and pulp. Manufacturing employment in Nova Scotia was 10 per cent higher than a year earlier, chiefly because of a sharp recovery in the railway rolling stock and iron and steel industry. Total industrial employment in the region was about 7 per cent higher than a year earlier.

Only one of the 21 areas in the region was reclassified during the month, from the shortage to the balanced category. At October 1 the area classification was as follows (last year's figures in brackets): in balance 21 (17); in moderate surplus 0 (4).

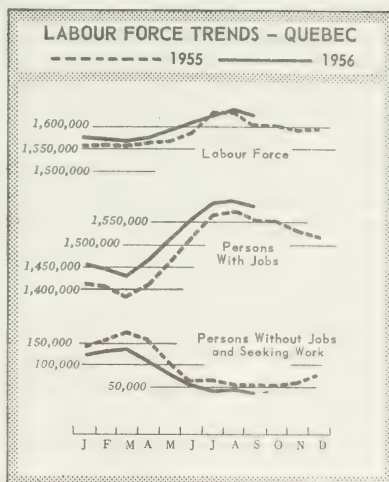
### Local Area Developments

**St. John's** (metropolitan). Remained in Group 3. Unemployment continued to decline in this area as logging and construction remained very active. A layoff involving 150 workers occurred at Fortune Bay Products Limited, a fish processing plant, but on the whole manufacturing employment showed little change during the month. Total employment was slightly higher than a year earlier.

**Woodstock** (minor). Reclassified from Group 4 to Group 3. Labour requirements eased sufficiently during the month to warrant a change in the classification of the area. Carpenters, construction labourers and farm workers however, continued to be scarce.

## QUEBEC

BOTH the labour force and employment dropped seasonally in Quebec during the month. In the week ended September 22, the number of persons with jobs was estimated at 1,583,000, a new record for the month and 32,000 higher than a year earlier. The completion of farm work in some areas accounted for a decrease of 15,000 in agricultural employment during September but it was apparent that other jobs were fairly plentiful for those who wanted work. The number of persons registered for employment at NES offices dropped to 43,200, about 2.7 per cent of the labour force.



Production and employment in manufacturing continued to expand steadily, led by sizeable gains in firms producing electrical apparatus, paper, aluminum and other non-ferrous metals. Employment in textiles was moderately higher than last year, following strike settlements with the larger firms. Employment in transportation equipment continued the recovery that began last year.

New records were established in most non-manufacturing industries, with gains of nearly 5 per cent over last year's high in mining, trade and service. Construction appeared to be past its seasonal peak but employment was at least 25 per cent higher than last year. A new mark might also have been set in forestry but for the scarcity of available labour.

The effects of the continued industrial expansion in the region during the past year have been most marked in the metropolitan and major industrial centres, although all areas have benefited in some degree. At October 1, for the first time in many years, labour supply and demand were in approximate balance in all 24 areas of the region. Last year at this time two areas were still in the moderate labour surplus category.

### Local Area Developments

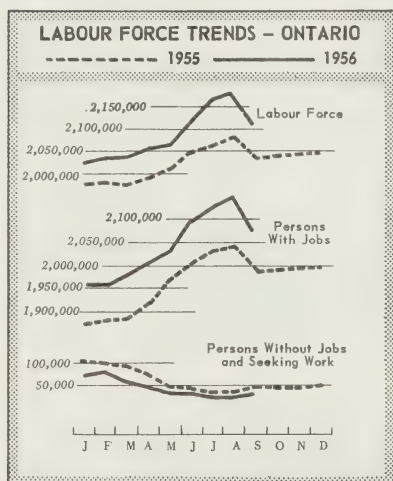
**Montreal** (metropolitan). Remained in Group 3. Employment continued at a high level, the latest index being 6 per cent above last year's record. Activity in the clothing industry neared its fall peak, with employment slightly higher than last year. Employment in aircraft manufacturing showed an increase over last year, although it was still far below the 1953 level. In virtually all other industries employment was substantially higher than ever before. Registrations for employment at the NES office dropped slowly to 16,100 at the end of September, 6,400 below the comparable figure in 1955. More than 8,000 job vacancies were registered with the NES, considerably more than at any previous time on record.

While opportunities existed in all occupations, requirements were particularly strong for engineers, draughtsmen, machinists, toolmakers, sheet metal workers and operators of heavy construction equipment. Among women, there was a strong demand for secretaries, secondary textile workers and household service workers.

**Quebec-Lévis** (metropolitan). Remained in Group 3. Employment was higher and unemployment lower than last year. Textile plants in the area have been operating at capacity since the settlement of a strike earlier this summer. Pulp and paper companies had recruited most of their pulpcutting crews, but were having difficulty getting the remainder. In the Lévis shipyards, employment was higher than last year and it is expected that the annual fall layoff will be smaller than last winter.

**Drummondville** (minor). Reclassified from Group 2 to Group 3. Moderate employment increases were reported in most industries in the area. Near-capacity production was maintained in all textile plants except those manufacturing hosiery, where layoffs occurred as a result of a falling demand for full-fashioned hose.

## ONTARIO



IN the Ontario region, employment showed continued strength during September, despite the usual seasonal decline as students and other short-time workers withdrew from the labour force. Persons with jobs were estimated at 2,076,000 at September 22, a decrease of 75,000 from the previous month and an increase of 90,000 from a year earlier. Declines in farm employment and temporary layoffs in the automobile and related industries accounted for most of the decrease in total employment. Apart from a sizeable number of workers on extended layoff from the automobile industry,

unemployment remained at a low level.

Most industries operated at or near capacity, with the exception of agriculture, which was hampered by inclement weather, and the automotive and farm implement industries, where model change-over and end-of-season layoffs were continuing. Construction remained very active despite labour disputes. Activity in the logging industry was rising but operations in several areas were curtailed by the scarcity of experienced bushworkers. Labour shortages also continued in mining and agriculture, and engineers, draughtsmen and experienced workers in certain construction, trade and service occupations were scarce.

At October 1, classification of the 34 areas in the region was as follows (last year's figures in brackets): in shortage, 7 (0); in balance, 25 (30); in moderate surplus, 2 (3); in substantial surplus, 0 (1).



### Local Area Developments

**Hamilton** (metropolitan). Remained in Group 3. Employment conditions were stable despite seasonal adjustments in the farm implement, motor vehicle and textile industries. The iron and steel industry increased production. Construction employment showed sustained strength. Skilled workers were scarce in technical and factory trades, and in managerial, service and trade occupations.

**Ottawa - Hull** (metropolitan). Remained in Group 4. There was no marked change in the labour market situation although the number of occupations in short supply increased during the month, particularly in the construction trades.

**Toronto** (metropolitan). Remained in Group 3. The labour market tightened during September and employment was 6 per cent higher than a year earlier. Most industries remained busy. There was some weakening in residential construction but other branches of the industry continued strong.

**Windsor** (metropolitan). Reclassified from Group 1 to Group 2. Rehiring of workers in several automotive plants more than offset layoffs for retooling in other parts of the industry and resulted in an easing of labour surpluses. Steel shortages and credit curtailment caused some slowing down in construction.

**Kitchener** (major industrial). Reclassified from Group 3 to Group 4. Increased demand for skilled workers, mainly in construction and metal trades, brought the area into shortage.

**Oshawa** (major industrial). Reclassified from Group 2 to Group 3. Rapid rehiring of automobile workers in the first week of October brought employment back to normal.

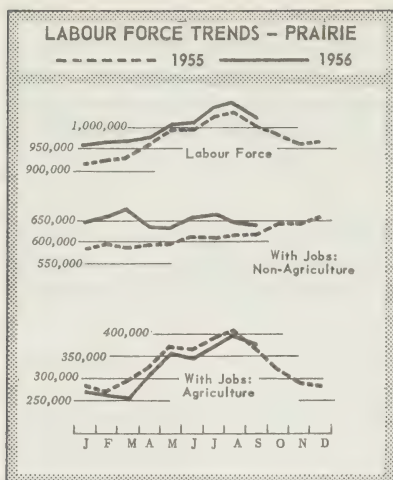
**St. Thomas and Sault Ste. Marie** (minor). Reclassified from Group 3 to Group 4.

**Bracebridge, Pembroke, Simcoe and Woodstock - Ingersoll** (minor). Reclassified from Group 4 to Group 3.

### PRAIRIE

DURING September, employment in the Prairie region remained at record levels for the month. The return of students to school after the summer resulted in a seasonal contraction of the labour force and accentuated the shortages of semi-skilled and unskilled workers. Most types of workers continued to be urgently needed throughout the region. Persons with jobs were estimated at 1,014,000 at September 22, a decrease of 34,000 from the previous month but an increase of 25,000 from a year earlier. Registrations for employment at NES offices declined during the month to 1.5 per cent of the labour force, compared with 2 per cent a year before.

Harvesting operations were impeded during the month by rainy weather and a shortage of farm help. The number of harvest workers from eastern Canada was reported to be much below normal. Fairly good progress was being made with the harvest, however, with the help of men in the armed forces and of persons with farm experience who normally work



regularly in other occupations. The generally tight labour market situation is reflected in the NES statistics, which show that at the end of the month 40 per cent more job vacancies than job registrations were recorded for males.

Only one area was reclassified during the month, from the balanced to the shortage category. At October 1, the area classification was as follows (last year's figures in brackets): in shortage 18 (2); in balance 2 (18).

### Local Area Developments

**Calgary** (metropolitan). Remained in Group 4. Unemployment continued

to decline in this area, reaching the lowest level in several years. Demands for harvest help eased following an influx of workers from outlying districts but most industries needed additional workers. The most acute labour shortage was of construction workers; machine operators and labourers for highway construction were also very scarce.

**Edmonton** (metropolitan). Remained in Group 4. Employment continued to expand, setting a new all-time record in this area. At the same time, unemployment dropped lower than at any time in the past five years. The manpower situation continued to be very tight, resulting in competitive bidding for workers in some key occupations. Shortages of construction workers were reported to be particularly severe. At the end of the month, 650 labourers were urgently needed but the supply was almost completely exhausted. Total male vacancies were double the number of job registrations listed at the local office.

**Winnipeg** (metropolitan). Remained in Group 4. Employment continued at a record level. Labour shortages were reported in agriculture, construction and some parts of manufacturing.

**Fort William-Port Arthur** (major industrial). Remained in Group 4. Employment remained at record levels. Loggers and all types of construction workers continued to be very scarce.

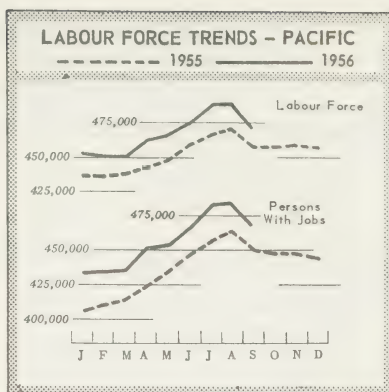
**Drumheller** (minor). Reclassified from Group 3 to Group 4.

### PACIFIC

NEAR-RECORD employment levels were maintained in the Pacific region during September, although the usual withdrawal of seasonal workers, particularly students, from the labour force caused some decline in the total numbers employed. Persons with jobs were estimated at 467,000 at September 22, about 16,000 fewer than a month earlier but 17,000 more than in September 1955. Registrations for employment at NES offices were at a record low. On the other hand, job vacancies were considerably more numerous than they have been for many years.

Harvesting operations were progressing rapidly although farm labour shortages reached near-critical points in many districts. Farm product and fish processing plants were fully active. Temporary employment of housewives helped to meet the labour demand in these industries. With cooler weather, forest fire hazards diminished, permitting logging and sawmilling to return to full production. Most branches of mining, manufacturing and construction continued to operate near capacity, with the exception of coal mines and shingle mills,

which felt the effects of weak demand. In construction, a strike of rock and tunnel workers brought activities to a halt in some areas. Trade and services were very active.



Compared with a year ago, the construction industry showed the most rapid increase in employment, followed by the public utilities and service industries. Manufacturing in general continued its long-term expansion and remained well above 1955 levels. Most of the 1956 increase in manufacturing employment, however, occurred in the early part of the year. Among the various branches of manufacturing, the iron and steel, transportation equipment and non-ferrous metal products industries continued to expand much more rapidly than in 1955. Trade, finance, insurance, real estate and the service industries maintained their steady rate of growth.

Shortages of labour continued, particularly of engineers, draughtsmen, some types of metal workers, miners, and loggers. During the month, one area was reclassified from the balanced to the shortage category and one from moderate surplus to balance. At October 1, classification of the ten areas in the region was as follows (last year's figures in brackets): in shortage, 2 (0); in balance, 8 (8); in moderate surplus, 0 (2).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 3. Employment continued at record levels, about 9 per cent higher than a year ago. Manufacturing was highly active, particularly in the metal and wood trades. Logging operations increased rapidly as the weather improved. Construction showed continuing strength. Experienced and qualified workers were scarce in most occupations and the shortage of nurses was serious.

**Victoria** (major industrial). Remained in Group 3. Most industries operated at capacity. The labour market was exceptionally tight, particularly for engineers, draughtsmen, welders, mechanics and household service workers.

**Kamloops** (minor). Reclassified from Group 3 to Group 4.

**Central Vancouver Island** (minor). Reclassified from Group 2 to Group 3.



# Current Labour Statistics

(Latest available statistics as of October 10, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Sept. 22	5,773,000	- 2.6	+ 2.5
Total persons with jobs.....	Sept. 22	5,676,000	- 2.5	+ 3.3
At work 35 hours or more.....	Sept. 22	5,168,000	+ 1.5	+ 3.2
At work less than 35 hours .....	Sept. 22	345,000	+ 8.8	+ 8.2
With jobs but not at work.....	Sept. 22	163,000	-60.5	- 2.4
With jobs but on short time.....	Sept. 22	22,000	+22.2	- 4.4
With jobs but laid off full week.....	Sept. 22	17,000	+41.7	+54.5
Persons without jobs and seeking work	Sept. 22	97,000	- 5.8	-29.7
Persons with jobs in agriculture.....	Sept. 22	841,000	-11.1	- 0.4
Persons with jobs in non-agriculture.....	Sept. 22	4,835,000	- 0.9	+ 4.0
Total paid workers.....	Sept. 22	4,455,000	- 1.1	+ 4.5
<i>Registered for work, NES (b)</i>				
Atlantic.....	Sept. 20	17,300	- 1.2	-16.0
Quebec .....	Sept. 20	43,700	-12.4	-19.8
Ontario .....	Sept. 20	66,900	- 0.5	- 3.3
Prairie .....	Sept. 20	15,300	-13.1	-27.8
Pacific .....	Sept. 20	15,600	-12.9	-25.0
Total, all regions .....	Sept. 20	158,800	- 6.7	-14.8
<i>Claimants for Unemployment</i>				
Insurance benefit .....	Sept. 1	132,276	- 4.5	-13.4
Amount of benefit payments .....	August	\$8,170,564	+ 3.1	- 6.4
Industrial employment (1949=100) .....	August 1	125.0	+ 0.6	+ 7.7
Manufacturing employment (1949=100).....	August 1	117.7	- 0.3	+ 5.7
Immigration.....	1st 6 mos. 1956	69,924	-	+19.7(c)
<i>Strikes and Lockouts</i>				
No. of days lost .....	September	111,200	-	+38.9(c)
No. of workers involved .....	September	14,069	-	+51.0(c)
No. of strikes .....	September	48	-	+59.2(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries .....	August 1	\$64.74	+ 0.3	+ 5.9
Average hourly earnings (mfg.).....	August 1	\$ 1.52	- 0.2	+ 5.0
Average hours worked per week (mfg.).....	August 1	40.9	- 0.7	+ 0.2
Average weekly earnings (mfg.).....	August 1	\$62.33	- 0.9	+ 5.3
Consumer price index (av. 1949=100).....	Sept. 1	119.0	- 0.1	+ 1.9
Real weekly earnings (mfg. av. 1949=100)	August 1	125.4	- 1.5	+ 2.9
Total labour income.....\$ 000,000	July	1,223	+ 0.7	+12.7
<i>Industrial Production</i>				
Total (average 1935-39=100).....	July	284.9	- 4.6	+ 8.0
Manufacturing .....	July	286.4	- 5.6	+ 8.0
Durables .....	July	358.2	- 3.4	+11.9
Non-Durables .....	July	240.5	- 7.5	+ 4.5

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *May Labour Gazette*.

(b) See inside back cover, *May Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

# Notes of Current Interest

## **Equal Pay Act Proclaimed In Force from October 1**

The Female Employees Equal Pay Act came into force on October 1. The date was proclaimed in *The Canada Gazette*, Part II, September 26.

The Act provides that female employees doing work which is identical or substantially identical to that being done by male employees shall not be paid at rates of pay less than the rates of pay of such male employees.

### **Federal Jurisdiction**

Copies of the Act were sent out last month to employers and trade unions concerned in operations coming within federal jurisdiction. Such operations include railways, water transportation, navigation and shipping, canals, telegraphs, airlines, radio, banks, other works of an inter-provincial or international nature or which have been declared to be for the general advantage of Canada or of two or more provinces.

Employers and trade unions have been asked to review their policies in the light of the provisions of the Act.

The Act will be administered by the Industrial Relations Branch of the Department.

## **Can Companies Eliminate Female Wage Differential**

All differences between male and female wage rates were eliminated in the collective agreements signed at the end of September by the United Steelworkers of America and two can companies.

The agreements, covering the companies' plants in both Canada and the United States, were signed in Los Angeles by the Continental Can Company and the American Can Company. Representatives of Canadian locals served on the union's negotiating committee.

The three-year contracts provide a basic 21½-cents-an-hour wage increase over the contract period.

## **Another U. K. Industry Adopting Equal Pay**

Another British industry, the gas industry, has reached agreement on the principle of equal pay for equal work for men and women clerical, administrative, professional and technical staffs in the industry.

Under the arrangement, equal pay will be attained in six stages. The first step was taken in April this year, and succeeding adjustments will be made January 1 each year until full equality is reached on January 1, 1961.

Other professions that are working on the five-year plans are: Central Government (non-industrial Civil Service); teachers in England and Wales; local government service (administrative); teachers in Scotland; teachers in Northern Ireland; national health service employees; electricity supply industry.

Prior to the introduction of the five-year plans, women were already receiving equal pay with men in the following professions: medicine, dentistry, physiotherapy, radiography, architecture, university teaching, journalism and broadcasting. Ministers of the Crown and members of Parliament, salaried magistrates, solicitors, pharmacists working in hospitals, and professional and technical workers in local governments also received equal pay whether they were men or women.

## **Gregg Finds No Union Opposed to Automation**

Nowhere had he seen a statement by a responsible union officer opposing automation as such, Hon. Milton F. Gregg, Minister of Labour, told the convention of the International Association of Machinists in San Francisco early last month.

"Fears have been expressed, and also hopes. But nowhere, on this continent, has there been stated publicly a desire to turn backwards and oppose this troubling innovation," he continued.

There appeared to be confidence that the complexities of automation could be solved, and that it could be made servant of the people rather than their master, Mr. Gregg said. He believed that this confidence was based on the great success of union organization and collective bargaining on this continent, particularly in the post-war years.

Paraguay last month became the 77th member of the International Labour Organization, it was announced at the conference of American states members, Havana.

## **CLC Seeking Support for Educational Institutions**

The Canadian Labour Congress proposes launching a drive to obtain increased financial support for Canadian educational institutions, it was announced last month.

At the initial meeting of a newly-appointed advisory committee on education, a special sub-committee was appointed to compile more detailed information on needs. Methods of approach, particularly to provincial and federal governments, will be considered at subsequent meetings.

"At no time has the need for education been more necessary than it is today," explained Max Swerdlow, CLC Educational Director. "The extension of educational opportunities is essential to our whole economic development. We want to see the price tag taken off education and opportunity provided for qualified students to attend university. We recognize that education is primarily a provincial matter and we are anxious to see more assistance given by the provinces. At the same time the federal Government can give valuable assistance by setting an example."

The sub-committee appointed is composed of Gower Markle, United Steelworkers; John Whitehouse, Textile Workers Union; and Gordon Milling, Ontario Federation of Labour.

## **Urge Aid to Education By Government, Industry**

The Association of Professional Engineers of Ontario last month called on all levels of government to support Canadian industry in financing the expansion of university facilities for adequate postgraduate training.

Dr. G. N. Patterson, Director of the University of Toronto Institute of Aerophysics, earlier had published a statement that he would not be able to accept even half the applicants for advanced studies this year. The Association said it based its stand on Dr. Patterson's statement.

The aircraft industry, Dr. Patterson said, should set up a building fund for the Institute of Aerophysics with an initial target of \$600,000 and subsequently \$100,000 a year. He had suggested this because he said most of the graduates found employment in the aircraft industry and in consideration of the financial support already received from the Defence Research Board and the Toronto University.

In the Association's statement, President Merritt W. Hotchkin said:

"The present grave situation as indicated by Dr. Patterson emphasizes the need for immediate action by the federal Government in helping Canadian industry to implement the recommendations made at the recent national manpower engineering conference at St. Andrew's, N.B."

## **College Plans Course to Ease Engineer Shortage**

An educational experiment that may help relieve a future shortage of engineers and technicians will be inaugurated soon at Waterloo College, Ontario.

The plan was announced by Ira G. Needles, Chairman of the Board of Governors of the Associate Faculties of Waterloo College and President of B. F. Goodrich of Canada Ltd., at a Kitchener Rotary Club luncheon.

Highlights of the plan are:

A six-year engineering course with admittance after Grade 12 standing.

A technical diploma after three years for students not proceeding to an engineering degree.

A co-operative plan with industry under which students spend alternate 13-week periods in college and in industry.

Further research must be carried out before the plan is adopted. It has been estimated that the course will begin in the fall of 1957.

In making the announcement, Mr. Needles began by pointing out that of all those in Canada eligible for university, only 7½ per cent are taking advantage of their opportunities; but this proportion will, it is estimated, double in the next 10 years.

This raises two major problems, he said: (1) the provision of university buildings, equipment and instructors to meet the increased demand, and (2) the direction into the technical field of more of those who have the ability to procure and make use of a technical education.

The answer to the first problem is money, he pointed out, to make possible the needed buildings, equipment and instructors. "But this expansion of our universities does not provide the complete solution to the vital education problem, especially in the field of technology," he added.

Mr. Needles gave this explanation of the plan, which bears the title, "Co-operative Plan of Education for Engineers and Technicians".



"We propose to admit students who have successfully completed Grade 12 in either vocational or high schools. For the next two years the student is given a course that includes the equivalent of the Grade 13 subjects required for university admission, some first-year university subjects and at least 12 hours a week instruction and lab work in technical subjects.

"At the end of two years, students who qualify in their academic subjects may then proceed towards a four-year engineer's degree course. Students who fail to qualify in academic subjects but who show definite aptitude towards technical subjects would be encouraged to proceed with third-year course for technicians . . .

"This plan requires the student to spend six years after Grade 12 to procure an engineer's degree, rather than the usual five." Reasons for the additional year, he explained, were:—

"Industry co-operates with the college in training the student, who spends one-quarter of a year in college and the next quarter training in industry, alternating quarterly between industry and college for the duration of the course.

"The student will procure more of the humanities than are usually offered.

"The transition to the heavy load of maths and science subjects will be more gradual.

"If the student is unable to meet the high standards of the applied science course he has two alternatives; he may qualify for an arts course or he may complete a technical course and at the same time still have some credits towards a university degree."

Mr. Needles also pointed out that the College will operate its facilities for a full 12 months each year, thus educating double the number of students with the same space and equipment. The doubled tuition fees that will result will permit the College to bring the salaries of the faculty more in line with those in industry.

### **U.K. Reports Progress In "Sandwich" Courses**

In technical education much progress in the development of sandwich courses, which consist of periods of full-time study in a technical college alternating with periods of full-time work in industry, is reported in the *Commonwealth Survey*, issued by the Central Office of Information, London, England.

Having become more conscious of the acute shortage of skilled technologists trained for production as distinct from research, many of the largest firms in the

country are now sending selected apprentices to sandwich courses at technical colleges, the report says.

The number of young workers taking advantage of day release arrangements increased in 1955. About 355,000 attended part-time day classes—some 29,000 more than did so in 1954. This continued expansion was reflected in the number of students who are taking technical examinations, which reached a total of 276,223 in 1955, compared with 232,169 in 1953 and 254,677 in 1954, according to the report.

The number of graduate teachers of mathematics and science in primary and secondary schools continued to rise in 1955, the report states; but recruitment will have to increase much more if the needs of the schools are to be met during the years of pressure which lie immediately ahead, it adds.

In January 1955 there were 11,000 science and mathematics graduates teaching senior pupils, but it is anticipated that the additional 600,000 seniors who will be in these classes by 1960 will need about 3,600 more teachers.

### **U.S. Company's Program Trains Needed Draftsmen**

How a company in the United States has overcome a shortage of draftsmen by operating a training program for high school graduates is told in an article in the July issue of *Nation's Business*, published by the Chamber of Commerce of the United States. Author of the article was Stanley H. Brams.

A shortage of draftsmen was constantly plaguing the Fisher Body Division of General Motors Corp., which requires between 600 and 700 skilled draftsmen at all times.

With the plan in operation for one year, the firm has provided itself with 70 young men in the drafting department, and another 60 are about to be added soon.

The system used to get recruits for the training program is as follows:

Engineering executives of the firm make personal contact with schools in the area. Students who graduate with six semesters of high school drafting, or its equivalent, are told of the advantages of taking advanced training with the company. They get paid while learning, and a steady job as soon as the course is passed.

The training program lasts from four to six months, depending on the skill of the students.

The firm's continuing need for draftsmen is expected to result in maintenance of the program for an indefinite period.

## **Urge Mortgage Financing Of College Educations**

With a view to providing Canada with a greater number of college-educated citizens, the Canadian Association of Real Estate Boards has proposed that an education mortgage plan be established, and that the federal Government set up a \$50,000,000 insured loan fund to support the plan.

Under the plan, students could borrow enough money to complete a college education, and repay it after they have finished their courses, in a period of five to ten years.

In a resolution on the subject the group suggested that the Government insure loans advanced by chartered banks and administer the system along the lines of the National Housing Act.

The resolution said that Canada's university enrolment at present is 4.9 per 1,000 population, compared with 19.6 in Russia and 15 per 1,000 in the U.S.

The proposed financing system would be carried out through co-operation of the federal Government, chartered banks, other lending institutions, and with the assistance of the universities, the resolution stated.

---

## **Department Issues New Occupational Monographs**

Two new publications in the "Canadian Occupations" series, prepared by the Economics and Research Branch of the Department of Labour, were issued last month. The new publications are: *Careers in Home Economics and Occupations in the Aircraft Manufacturing Industry*.

The new monographs provide information concerning the qualifications, nature of the work, training, and employment outlook for those interested in these fields of work. The monograph *Occupations in the Aircraft Manufacturing Industry* is accompanied by a pamphlet which gives in brief form the basic information contained in the monograph. *Careers in Home Economics* has been prepared in monograph form only.

Previous monographs in the same series cover several major metal-working occupations, construction trades, railway occupations and important industrial groups including printing trades, mining occupations, and technical occupations in radio and electronics.

A booklet entitled *Careers in Natural Science and Engineering* and the monographs *Lawyer, Optometrist and Social Workers* have been published to meet the

need for information on these professions. The whole series of 40 titles is available in English and French from the Queen's Printer, Ottawa, Canada. A price list may be obtained on request.

---

## **Apprentices, Immigrants, Older Workers Needed**

The older worker, the skilled immigrant and improved apprentice training programs provide the keys to the solution of future Canadian skilled manpower shortages, Ontario's Minister of Labour, Hon. Charles Daley, said in an address at the Canadian National Exhibition's Labour Day luncheon.

"Our need for skilled labour is going to increase," he warned.

To ignore the skills of workers over 40 years of age would mean the loss of one of Canada's most precious assets, the Minister declared. "We must remember that the importance of the older age group will become greater as time goes on and the life span has been prolonged."

Mr. Daley said that the future development of the country "will depend on the increasing numbers of the fine types of immigrants we shall be able to attract".

In this era of rapid expansion, he went on, the training of tradesmen has not kept pace, "let alone provided replacements for those who have retired". Much depends on the companies, trade unions and the workers concerned to provide the necessary training.

---

## **Quebec Reports Record Number of Apprentices**

Apprentice training centres in Quebec received a record number of students during the 1955-56 term, the province's Department of Labour announced last month.

The Department said 4,408 young persons attended the courses during the term, compared with 3,737 the previous year.

The centres are maintained by employers, unions and the provincial Government. Training is given in the construction, automobile, printing, shoe-manufacturing, clock-making and hairdressing trades.

---

## **U.S. Public Employee Unions Merge**

Two public employee unions in the United States, which claim to be the first to have done so, have merged under the AFL-CIO banner. They are the American Federation of State, County and Municipal Employees, and the Government and Civic Employees Organizing Committee.

## **Provincial Bodies in West To Merge by Year-end**

By the end of this year, mergers of provincial labour organizations will have been completed in Canada's four western provinces.

Alberta's two provincial bodies, the former TLC group and the former CCL organization, have already amalgamated (see p. 0000). On November 3 and 4, delegates from unions formerly affiliated with the CCL or with the One Big Union will attend the convention in Winnipeg of the Manitoba Federation of Labour, previously a TLC organization. The Saskatchewan merger convention is scheduled for Regina from November 14 to 17. Almost simultaneously, the provincial federations in British Columbia will hold a merger convention in Vancouver beginning November 15.

Mergers of the provincial organizations in the remaining provinces are expected to occur next spring. The date for the merger convention of the Ontario Provincial Federation of Labour and the Ontario Federation of Labour have already been announced: March 25-29 in Toronto.

### **Council Mergers**

Meanwhile, the number of completed mergers of local labour councils continues to climb.

Recent council mergers include:—

The Calgary Labour Council (formerly CCL) with the Calgary Trades and Labour Council (TLC) to form the Calgary Labour Council (CLC).

Charlottetown Trades and Labour Council with the Prince Edward Island Labour Council to form the Charlottetown Labour Council.

Guelph Trades and Labour Council with the Guelph District Labour Council to form the Guelph Labour Council.

Peterborough Trades and Labour Council and the Peterborough and District Labour Council to form the Peterborough Labour Council.

At Joliette, Que., the Joliette and District Labour Council amended its constitution to provide for affiliation of unions formerly linked with the TLC and changed its name to the Joliette Labour Council. In Owen Sound, Ont., the Owen Sound Labour Council took similar action.

The Toronto and District Trades and Labour Council and the Toronto and Lakeshore Labour Council have ratified a merger agreement. The first meeting of the new Toronto District Labour Council was to be held this month.

## **N.B. Carpenters Form Provincial Council**

Locals in New Brunswick of the United Brotherhood of Carpenters and Joiners last month formed a New Brunswick Council of Carpenters and Millmen. W. A. MacLean of Fredericton, who is 2nd Vice-president of the N.B. Federation of Labour, was elected President of the Council.

The Council hopes to achieve more uniform wages and working conditions in the trade throughout the province.

Others elected to office were: Harold P. Quinn, Saint John, Vice-president; Leslie G. Rogers, Saint John, Secretary; G. R. Michaud, Edmundston, Financial Secretary; and J. A. Currie, Newcastle, Treasurer.

At a banquet that followed the meeting to form the Council, which was held to mark the fifth anniversary of Fredericton Local 1893 of the Carpenters union, Hon. Milton F. Gregg, Minister of Labour, said he was encouraged at the way the labour movement had not only looked after its own membership but had also assumed its leadership obligations and responsibilities in the building of the country.

He also praised the province's apprenticeship training program.

## **Four N.B. Police Unions Form Provincial Body**

Policemen's unions in four New Brunswick cities have agreed to merge into a province-wide union to be called the New Brunswick Association of Policemen. The four cities: Saint John, Fredericton, Moncton and Edmundston, which now have individual police unions affiliated with the CLC.

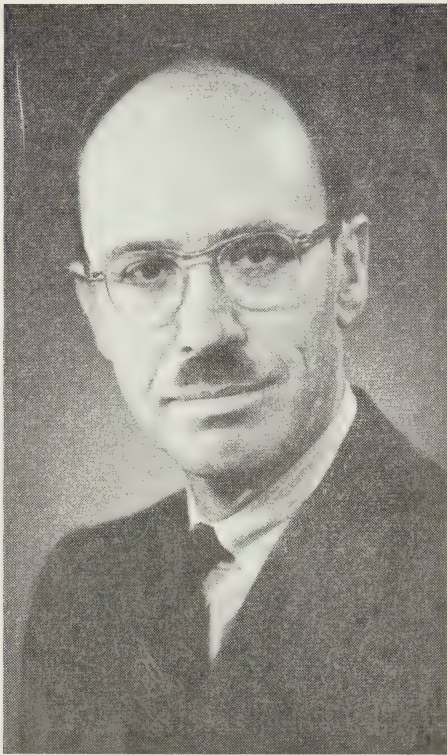
The purpose of the association will be to foster unity between local unions and recruit members in other New Brunswick communities having a force of five or more.

### **Accident Statistics**

During August, 1,465 accidents to federal government employees were reported to the Government Employees Compensation Branch. The number reported in July was 1,329.

In Ontario, according to the Industrial Accident Prevention Associations, accidents reported for the January-June period numbered 13,042, compared with 10,898 in the same six months of 1955.





**Walter E. Duffett**

### **Walter E. Duffett Named Dominion Statistician**

Prime Minister St. Laurent at the beginning of this month announced the appointment of Walter E. Duffett, Director of the Economics and Research Branch, Department of Labour, to the position of Dominion Statistician effective January 1, 1957. He will succeed Herbert Marshall.

Mr. Duffett took over his present position in 1954 (L.G., Aug. 1954, p. 1104), when he came from the Research Department of the Bank of Canada. At that time he succeeded George V. Haythorne, now Assistant Deputy Minister of Labour.

A graduate of Toronto University with a degree of Bachelor of Commerce in 1933, Mr. Duffett continued his studies at the London School of Economics, where he received a Master of Science degree in Economics in 1935. He is a native of Galt, Ont.

Mr. Duffett was employed with the Sun Life Insurance Company in Montreal prior to his appointment to the Bank of Canada in 1944.

### **Canada's Contributions To Colombo Plan Listed**

Since the end of the Second World War, Canada has provided increasing amounts of capital and technical assistance to underdeveloped areas through the Colombo Plan and the United Nations, the Department of External Affairs reports in its monthly publication, *External Affairs*.

Since the inception of the Colombo Plan in 1950, Canada has contributed more than \$128 million. For 1956-57, the amount that Parliament has approved for the Plan has been increased by \$8 million to \$34.4 million.

Some projects assisted by Canadian funds are:—

At atomic reactor in India that also will be available for use by other Colombo Plan countries;

120 steam locomotives for India to help re-equip the country's transportation systems;

The Canada Dam in West Bengal;

Modernization of the Bombay Transport System;

A cement plant in Pakistan;

Electrical equipment and engineering services for a project near the Khyber Pass in Pakistan;

Aerial surveys of the resources of Pakistan, India and Ceylon;

A fisheries research and development scheme in Ceylon; and

A hydro-electric project on the Kundah River in India.

To help under-developed countries to train their own citizens to make the most effective use of all forms of capital aid and their own resources, Canada has contributed more than \$8.9 million to the United Nations Technical Assistance Program. Canadian contributions to the Program have doubled since 1953. The contribution that Parliament approved for 1956 was \$1.8 million.

### **U.S. Group Aims to Aid Older Unemployed Men**

An association has been formed in Washington to assist job-hunting men over 40 years of age to find employment. It is called the National Conference of Forty Plus Clubs.

The clubs, begun in Boston in 1938, operate on a mutual-aid basis. Men over 40 years of age who are looking for work set up a business office run by them to find jobs for each other. When a member finds work, he must give up active participation but may continue interest in the group as a senior member.

Henry Carter, Chairman and General Counsel of the new conference, predicted that the movement would spread because the problem was getting worse. He termed unemployment among executives and professional men over 40 years old a problem second only to the plight of the farmer.

He said unemployment among highly competent older men was increasing, chiefly because of pressures from pension plans. Once an older man loses his position, he can't get back in because pension systems preclude hiring above the 40-to-50 age-level, he said.

---

### **"Don't Let Pension Plan Bar Older Job-Seeker"**

Employers should not refuse to hire older workers on the theory that they increase the cost of company pension plans, U.S. Secretary of Labor James P. Mitchell said last month.

He based his statement on a new Department of Labor study by a committee of experts in the pension and insurance fields. The study was one of a series designed to encourage hiring of workers 45 years and older.

Mr. Mitchell said older workers in many cases were barred from company pension plans because they could not serve the minimum number of years required to become eligible for benefits or because the plans specified an age limit for eligibility.

Employers should revise hiring policies that deny jobs to workers simply because they do not qualify for pension benefits, he said.

---

### **Honour Kalmen Kaplansky For Human Rights Work**

Labour leaders from across Canada last month honoured Kalmen Kaplansky on the 10th anniversary of his appointment to the post of National Director of the Jewish Labour Committee of Canada. Mr. Kaplansky, an active member of the International Typographical Union, was recently appointed by the CLC Executive Committee as Associate Secretary of the National Committee on Human Rights of the Canadian Labour Congress.

The testimonial dinner on September 30 in Montreal was attended by CLC President Claude Jodoin, CLC Executive Vice-president Gordon G. Cushing, Frank Hall, International Vice-president of the Brotherhood of Railway Clerks; Bernard Shane, International Vice-president of the International Ladies' Garment Workers' Union; H. Rieff, Montreal Manager of the Amal-

gamated Clothing Workers; A. Andras, Assistant Director, Research, CLC; M. Silcoff, Canadian Vice-president, United Hatters, Cap and Millinery Workers International Union; Roger Provost, CLC Vice-president, and President, Quebec Federation of Labour; A. R. Blanchette, Canadian Organizer for the Brotherhood of Sleeping Car Porters; and R. J. Lamoureux, President, Quebec Federation of Industrial Unions. Michael Rubinstein, President of the Jewish Labour Committee, was Chairman.

The Hon. Milton F. Gregg, Minister of Labour, in a special message praised the activities of the Committee and of Mr. Kaplansky, promising the co-operation of his Department in the future.

Mr. Jodoin pointed out that the local Labour Committees for Human Rights, which Mr. Kaplansky initiated, were the first organizations on which TLC and CCL representatives sat together to further a labour cause.

The guest of honour was presented with a testimonial scroll and a suitable gift.

The banquet was attended by 150 representatives of various labour groups.

---

### **CBC "Citizens' Forum" Lists 1956-57 Program**

Several programs of interest to labour are scheduled in the 1956-57 series of the Canadian Broadcasting Corporation's "Citizens' Forum".

The series will be on television each Sunday afternoon from October 28 until March 31 and on radio each Thursday evening from November 1 until April 4.

Some of the programs in the series, with the dates they will be on television (date of the radio broadcast is the Thursday following the telecast), are: "Resolved that strikes are never necessary," October 28; "Resolved that farmers need higher price supports," November 11; "Resolved that Canada should not recognize Red China," November 18; "Wanted: 100,000 Technicians," January 6; "Wanted: Disarmament—But How?" January 13; "Wanted: a Colombo Plan for Underdeveloped Provinces," January 20; and "Will Money Solve Our Educational Problems?" March 10.

The Canadian Association for Adult Education and the CBC operate the Forum as a joint project with the co-operation of provincial adult education or university extension departments. Forum groups and a National Advisory Board assist in program planning. Doug Hamilton and Margot Thompson of the Canadian Labour Congress are members of the advisory board.

## **CBRE Meeting Criticizes Renting-out of Contracts**

The Canadian National Railways' policy of renting out contracts came under fire at the triennial conference of the Canadian Brotherhood of Railway Employees and Other Transport Workers, held in Ottawa early last month. Also criticized was the treatment of railway workers in Ontario by the province's Workmen's Compensation Board.

Delegates representing the 35,000 members of CBRE decided to protest to federal Cabinet Ministers and CNR President Donald Gordon over the CNR policy of "shopping out publicly-owned property and services to outside interests".

The resolution criticized the decision of the CNR to turn over operation of the Queen Elizabeth Hotel in Montreal to the Conrad Hilton chain.

The convention also criticized the move to have car cleaning at North Sydney, N.S., done by a private firm, and the leasing of the terminal restaurant at Toronto's Union Station to a private company.

In criticizing the Ontario Workmen's Compensation Board, it was charged at the convention that under the Act as it now stands, employees were being sent back to work after medical treatment before they were fit to resume such activity, some actually getting back to the job on crutches, or in casts.

Officials for four regional general adjustment committees were elected at sessions of the Joint Protective Committee.

The following were elected to regional adjustment committees:—

Ontario: Claude Beckerton, Alex Porter, Miss Sadie Stewart, all of Toronto.

Quebec: Ed Pelletier and Romeo Martin, both of Montreal, and A. Massé of Quebec.

Atlantic Region: Frank Gillespie, Moncton, Fred Nicoll and Guy Swindles, both of Halifax, N.S.

Western Region: George Jones, Winnipeg, Richard Henham of Vancouver, and R. S. Smith of Fort William, Ont.

Speaking of wages and the cost of living, CBRE President W. J. Smith warned that if the current trend in living costs continued, CBRE would be forced to seek higher wages than those obtained earlier in the year.

Main point in an address given the delegates by Rev. Father Gérard Dion, head of Laval University's Department of Industrial Relations, was that labour unions, while remaining in their respective fields, may, according to circumstances,

pursue direct political action and that it is normal for a union and a political party inspired by the same social concept to collaborate for the implementation of their same ideal.

## **Marine Workers Meeting Recommends Free Port**

The establishment of a free port in the Maritime provinces was suggested in a resolution passed at a three-day conference of the Marine Workers Federation held in Saint John, N.B.

Other resolutions approved by the 40 delegates who attended called on the four Atlantic provincial governments to meet the federal Government to discuss the establishment of a national health insurance scheme, and to introduce legislation providing for compulsory two-week paid vacations in all industries.

The federal Government was urged to amend the Combines Act to exempt trade unions from price-fixing charges, and to extend the federal labour code to cover marine workers.

Layoffs in Maritime shipbuilding yards on completion of the current naval program were discussed at the conference. Recent layoffs in Eastern yards, termed "excessive" and "unnecessary," were discussed in connection with wage negotiations now in progress between shipbuilding firms and their employees. The Federation decided to call public meetings in Saint John, Halifax and Sydney, N.S., to urge the federal Government to hasten its construction program of buoys-boats, dredges, scows, etc., in order to provide more work for the shipyards.

The keynote address was given by S. T. Payne, Vice-president of the National Metal Trades Federation (CCCL), who surveyed the condition of the Canadian marine industry, with particular reference to the situation in Quebec shipyards.

The situation in coastal and inland shipping will "border the ridiculous" after the St. Lawrence Seaway is completed, with "vessels built and repaired in low-wage countries and manned by crews earning substandard wages to the detriment of Canadian labour," Mr. Payne said.

Greater unanimity in labour's views on legislation has developed since the merger of the TLC and the CCL, said Henry Harm, CLC Regional Director of Education and Organization for the Atlantic Provinces, who also spoke to the convention. He predicted that the CLC's membership in the Maritimes would increase this year by 5,000 to a total of 130,000.



Other speakers included: Hon. A. E. Skaling, New Brunswick Minister of Labour; Thomas M. Bell, MP for Saint John-Albert; and Harold Stafford, of the CLC.

## **Steelworkers' Convention Called Union's "Hottest"**

Described as "one of the hottest" in the union's history, the convention of the United Steelworkers of America was held in Los Angeles last month.

Of chief interest to Canada was the vote that overruled a proposal to abolish the office of National Director for Canada.

Delegates representing the 80,000 steelworkers in Canada resoundingly defeated the resolution advanced by President David J. McDonald that the Canadian office be abolished and its functions handed over to an international representative more directly responsible to the union's executive board.

The union's head criticized the United States steel industry for what was termed inflationary price boosts. A resolution was passed indicating that the steelworkers were viewing with concern price increases "not justified by increased production costs". At the same time, the steelworkers defended their own wage policies that led during the year to a boost of 46.5 cents per hour, spread over a three-year period.

Other matters handled included a dues raise and an increase in salary for officials of the union.

There was immediate protest when it was suggested that the dues be raised from \$3 per month to \$5. But the motion putting the resolution into effect was eventually passed on a standing vote, after a request for a roll call vote had been rejected.

The delegates granted readily, however, a \$10,000 annual boost to President McDonald, raising his salary to \$50,000 per year; \$10,000 each to International Vice-President Howard Hague and Secretary-Treasurer I. W. Abel, putting their salaries up to \$35,000 each; and increases of \$4,000 each for 30 district directors, boosting their earnings to \$16,000 per annum each. The dues and wage boosts were the first in four years.

The delegates also went on record as favouring a shorter work week in the steel mills.

## **SUB Variation Modelled On Vacation Stamp Plan**

A new variation of SUB which involves the use of special stamps on the same principle as that employed in the vacation-

with-pay plans in force in the construction industry in some of the provinces of Canada has been adopted by construction contractors and the Bricklayers, Masons and Plasterers' International Union in Albany, N.Y.

The Albany contractors put into the employees' pay envelopes stamps to the value of 10 cents for each hour worked. During the off season months of December, January and February, the employees can cash these stamps at the office of the trust company administering the plan. The stamps become void unless they are cashed by the end of February.

Although the scheme is designed to help tide workers over the slack season, an employee who is not laid off is still entitled to cash his stamps.

The stamps are bought by the employer from the trust company and are negotiable only if they have been cancelled with the stamp bearing the employer's code number.

In Ontario, Manitoba and some of the other provinces, employers in the construction industry are required by law to affix vacation-with-pay stamps to the stamp book of each employee at certain times, usually at the end of each pay period. Stamps are affixed to the value of 2 per cent of total earnings in all provinces where the plan applies except Alberta, where the amount is 4 per cent.

Vacation-with-pay stamps may be cashed on or after dates varying from May 1 to June 30 in each year, depending on the province, at the chartered banks or at the offices of specified provincial government agencies.

## **Former Member of Ont. Compensation Board Dies**

A retired Vice-Chairman of the Ontario Workmen's Compensation Board, Dr. Douglas James Galbraith died in Toronto General Hospital on September 8.

Dr. Galbraith served the Board for 15 years. He retired in 1951 and went to Haiti to set up a compensation system there for the United States Government.

He was President of the International Association of Industrial Accidents Boards and Commissions in 1946.

A former Vice-president of District 26, United Mine Workers, Tom Ling died in New Waterford, N.S., on Sept. 16. He was District Vice-president from 1942 until 1950.

## **ILO Studies Governments' Unemployment Measures**

The measures which are being taken by governments in various countries of the world to deal with unemployment are the subject of an article entitled, "Employment and Unemployment: Government Policies since 1950", published in two parts in the *International Labour Review* of the International Labour Office, July and Aug. issues.

Part I of the article describes government policies against unemployment under three heads: unemployment arising from lack of demand, unemployment in depressed local areas, and frictional unemployment. Part II deals with a fourth type of unemployment and underemployment, *viz.*, that which occurs in underdeveloped areas and which is attributed largely to lack of capital or other resources necessary to increase employment.

After sketching the development in recent years of ideas regarding the ability and obligation of governments to provide conditions of full employment, the article describes the measures relied on by governments to combat unemployment caused by lack of demand. These include public works, tax reduction and credit expansion.

While the organization of public works is one of the oldest remedies against unemployment, the article states, in recent years, partly because unemployment has not been severe in most economically developed countries and partly because of the need for reconstruction, public works have not been undertaken purely as an anti-depression measure. They have, however, been used for that purpose to some extent in certain countries, including Belgium, the Netherlands, Finland, Japan and Italy. In Italy, however, the object of the undertakings was mainly the long-term one of economic development to provide a permanent increase in employment.

"Of special importance to full employment policy in recent years have been tax reductions taking the form of more liberal provisions regarding depreciation," the article says. In the United States, depreciation policy has been used to encourage investment in depressed areas. In the Netherlands accelerated depreciation has been allowed as an encouragement to investment, and in France such incentives have been used to encourage employers to construct housing for their employees. In South Africa tax concessions have been granted as a stimulus to investment.

In Switzerland tax refunds have been allowed on business profits put into "crisis reserves". The reserves thus accumulated

are to be spent only during periods of depression, and a governmental body determines when these funds may be withdrawn and how they may be used.

"Along with tax policy, measures that affect the availability of credit are among the most important actions by governments in recent years for controlling demand," the article states. Such measures have been used to check inflation and have also been used in the other direction to stimulate demand when it appeared to be flagging. The measures used include reserve requirements, rediscount rates, and the buying and selling of securities by central banks. Controls on consumer credit have also been resorted to. More direct means of expanding credit have been the setting up of loan funds or lending institutions, usually for specific purposes or sectors of the economy, the article relates.

In countries where unemployment has been at a low level generally, considerable attention has been given to unemployment pockets, or depressed areas. Capital improvement loans for projects in such areas, favoured treatment in the procuring of government supplies, and certain restrictions on the acceptance of bids on government contracts from contractors outside the area are among the means used to stimulate local employment in depressed districts in the United States.

In the United Kingdom, the government has taken measures to guide investment into areas of high unemployment, and in Northern Ireland special subsidies have been granted for house building, and for fuel and transport costs of agricultural produce. In the Netherlands development areas have been set up which are assisted by subsidies of various kinds, and in Norway and France certain backward or depressed areas have been singled out for special assistance.

The frictional type of unemployment has been attacked by action to improve the organization of the employment market, improvements in employment services, training and retraining schemes and vocational guidance programs, the article says.

The question of unemployment and underemployment in underdeveloped countries is dealt with in Part II of the article, which briefly surveys plans for economic development in a number of countries, with special reference to their expected effect on employment.

# State Intervention and Assistance in Collective Bargaining in Canada

A summary of a new book, specially prepared for the *Labour Gazette* by the author, Prof. Harold A. Logan, who was assisted in his research by a grant under the Labour Department-University Research Program

## Introductory Summary

In the first year of World War II the Government of Canada endorsed the principle of collective bargaining and four years later went further with an Order in Council compelling recognition of a bargaining agency where a majority of the workers wanted it and requiring state intervention and assistance when bargaining failed. In her own way Canada has sought to uphold democracy in industrial relations, has required that collective agreements entered into be carried out and that production be not stopped or slowed down during their term, or during prescribed periods while they are being negotiated. She has been solicitous especially about the equal treatment of labour and management in the wording of all legislation affecting collective bargaining and has intended no encroachments upon the responsibilities of the parties themselves to the detriment of the bargaining institution. A statement in the preface therefore to the effect that "Positive interference can never take place without affecting the quality of an institution; and collective bargaining by its very nature is vulnerable to social and political error" is intended to alert the reader to the possibilities of doing damage even while seeking to strengthen, and to watch for unexpected effects.

The study is divided into two Parts: Part I is concerned with the forms of intervention as revealed in war Orders in Council and later in peace-time legislation, and with the conditions and circumstances giving rise to such intervention; it also examines the methods used to discover the will of the people with respect to industrial relations in the changing times. The large amount of space given to the historical setting suggests the author's belief in the necessity of such to an understanding and appreciation of the legislation, and suggests that the present statutes should neither be taken for granted as the final word nor should they be lightly dismissed.

This article is a summary, specially prepared by the author for the *LABOUR GAZETTE*, of the book by Prof. Harold A. Logan, *State Intervention and Assistance in Collective Bargaining in Canada, 1943-1954*. The author, a distinguished scholar in the field of industrial relations, whose *Trade Unions in Canada*, published in 1948, remains the standard work in its field, was assisted in his research by a grant under the Labour Department-University Research Program, and was given access to material in the Labour Department files. His conclusions are, however, entirely his own, and the Department of Labour, of course, assumes no responsibility for them. The book summarized here has been published by the University of Toronto Press.

Part II attempts a statement of the effects of the legislation upon the structure and quality of collective bargaining and secondly an analysis of significant issues that have risen during the decades of experience, some of which are still current.

Complete copies of War Order in Council 1003 and of its peace-time successor, the Industrial Relations and Disputes Investigation Act, are included as appendices I and II.

In view of the title of the book, the omission of the majority of the provinces from separate treatment is very obvious. A first approach to the study contemplated the wider jurisdictional responsibility but this gave way to the belief that a more intensive attack on the two jurisdictions—the one of them the federal, the other Ontario as the leading industrial province—would reveal more about the real nature of this Canadian control legislation. Somewhat later it is believed the time will be more appropriate for a study bringing out the differing provincial experiences, problems and achievements along with the forces making for diversity and uniformity.

The brief chapter in the present volume devoted to Quebec pretends to no general treatment but is limited mostly to presenting certain cases before the Quebec Labour Relations Board in the period



1951-54 illustrating the dangers inherent in seeking to accomplish, through administrative procedures, purposes which would be more properly effected by legislation.

### Concerning Jurisdiction

Knowledge of jurisdiction is regarded as very important. Where authority over industrial relations is divided under the constitution, state intervention has involved not only the concept of what is desirable in state guidance of collective bargaining but also adjusting or determining jurisdiction as between federal and provincial governments, first, in meeting the emergency of war and, second, in returning—with or without some rearrangement possible under the constitution—to the pre-war condition. Discussion of jurisdiction therefore claims several pages of the opening chapter as well as later sections dealing with the development of pertinent Orders in Council and legislation.

The book starts with a statement of the changing interpretation of the constitution at the hands of the Judicial Committee of the Privy Council, pointing first to the earlier interpretations which tended to favour the centralization of authority, making it possible for the Federal Government to assume new powers of national regulation as they seemed necessary with economic and structural change; second, to the reversal of that trend about the turn of the century by stressing the exclusive jurisdiction of the provinces over property and civil rights and by limiting application of the "Peace, order and good government" clause—the basis of the Dominion's claim to expanding authority—to the emergency of war; and third, it traces the confusion surrounding this matter in the present century with respect to industrial relations. On the latter point it reviews the history of the federal Industrial Disputes Investigation Act, whose competence to deal with disputes in public utilities situated within a single province, though assumed in its earlier years, met with challenge in the 1920's, with the result that a judgment by the Privy Council Committee denied that competence. Subsequently (1951), permissive statutes by the provinces to enable the federal minister to act with respect to such industries were also ruled *ultra vires* of their authority by the Supreme Court of Canada. These two decisions of the High Court, a quarter of a century apart, have left the Federal Government a very limited jurisdiction in the labour relations field, a condition some people feel should

have received more consideration in the preparation of the new peace-time legislation in 1946-48.

The book points out: "There is no formal constitutional barrier to an amendment which would give the Dominion greater authority over labour relations; but all attempts at such amendments up to date have fallen far short of success." It concludes: "For the time being we seem destined to operate within the constitution as it now is."

### Sources of the Legislation

Looking to sources of Canada's labour relations legislation, the book provides a short review of pertinent provincial and Dominion statutes of the pre-war era. Most stressed is the federal Industrial Disputes Investigation Act, which, because it provided the pattern of compulsory conciliation for the later legislation, is given a brief functional summary. The reader, however, is alerted to assess the merit of its prescriptions, written as they were for an earlier period, when called upon to meet the difficulties associated with collective bargaining in the new era. But fundamentally—along with the exigencies of war—the reason for the more positive legislation affecting collective bargaining in Canada in the forties, even as in the United States in the thirties, is found in the "open shop movement" of the manufacturers in the 1920's and the comparative defeat of labour in its attempt to achieve recognition by the employers. For Canadian labour, furthermore, the sense of need for legislation grew with the mounting success of labour across the border under the favourable Roosevelt regime and resulted in the later thirties in statutes in some of the provinces with compulsory features resembling the Wagner Act but lacking the latter's essential administrative agency. This was the situation, with the Federal Government taking no significant action, at the war's beginning in 1939.

### The Federal Government and War-time Labour Relations

Under the continuous pressure of organized labour the Federal Government was moving by the fall of 1943 cautiously but definitely towards positive legislation involving compulsory recognition of the majority of the employees in a bargaining unit and was reaching for forms satisfactory to the parties. But in the four stressful years of war preceding this, the

country had gone through vital experiences in labour relations which the book recites with varying degrees of detail.

The Industrial Disputes Investigation Act was extended at the outset of war to cover disputes in war industries normally within the jurisdiction of the provinces but events show that Act's inadequacy in view of the structure and personnel of boards and the nature of the disputes. The record tells of the Government's formula in its first wage Order in Council in 1940 to guide the boards in the settlement of wage cases and of their inability to apply it. It cites the coming of the second Wage Order in 1941 with its creative pattern of administration involving permanent national and regional wage boards, and characterizes the effect of this wage regulation upon collective bargaining. It reviews Labour's misunderstanding of the Government's gesture of encouragement to collective bargaining in early 1940, the growing clamour thereafter for a more positive and definitive pronouncement, the worsening situation during 1942 with the Government exhibiting what to labour seemed a baffling degree of caution.

At greater length it covers the public hearings on labour relations of 1943 before the National War Labour Board when, by obtaining the views of some 40 interested groups, the Government sought to find the explanation of the troubled condition and strengthen its hand for policy making. Here are presented in summary form the briefs of some of the functional groups appearing; the whole technique is assessed as an experiment in democracy; the troubles of the time are analyzed and the reports of the Board to the Government are presented in detail. The reports, two in number because of disagreement among the Board members over the meaning of the current labour unrest as well as in their conception of the purpose of the hearings, are compared and commented upon and their interesting differences noted. They are important because they provided much of the raw material for the history-making War Order in Council destined to be issued some months later as P.C. 1003. Following purposeful reading and rearrangement by Department of Labour officials, they were woven into the agenda of the November Conference of Labour Ministers of the same year called to implement the development of a collective bargaining order satisfactory to the parties and acceptable to the provinces.

## The Wartime Regulations

Privy Council Order 1003 of February 17, 1944, is summarized as to content in comparison with the Wagner Act. The Order followed the latter in declaring labour's right to organize and bargain collectively through representatives of their own choosing; in providing for a permanent board to determine the appropriate bargaining unit and to certify the representatives of the majority of the workers in the unit with whom the employer must bargain; and in naming as unfair practices of employers such matters as discrimination against workers for belonging to unions, and domination of, or making contributions to, particular workers' associations. But the Canadian Order differed from the United States' Act in giving assurances to and naming proscriptions against both parties, in forbidding strikes and lockouts during the normal period of negotiation and during the life of the agreement; in providing a procedure for settlement of differences in interpretation of agreements; in naming Boards with members representative of the parties, and in providing for compulsory conciliation under government auspices where negotiations were not successful within a stated time and if necessary projecting it through two stages. In providing this compulsory assistance, too, it differed in that it transferred responsibility for fair bargaining from the Board to the Minister of Labour. In the manner of enforcement again it differed fundamentally. And finally unlike the United States' Act it invited the provinces to enter into close co-operation by establishing Boards of their own in their own fields of jurisdiction but with the judgments of such Boards upon disputes (except collective bargaining disputes over conditions of employment) susceptible to review by the National Labour Relations Board on appeal of the parties concerned.

The book reviews the story of provincial participation in the Wartime Regulations established under the Order in response to the invitation embodied, and reveals the great expansion in federal jurisdiction over industrial relations during the emergency and the measure of co-operation between the central government and the provinces. Incidental to this, the nation's industries were listed in three separate classes representing different conditions of jurisdictional competence.

Chapter 3 presents a statistical statement of the operations of the Board during the four and one-half years under the Wartime

Regulations and lists some of its significant decisions reflecting the problems of pioneering administration.

Labour's evaluation of the Order, very favourable at first, took on qualified tones with experience, which turned to criticism as the time approached to bring in peace-time legislation.

### Peace-Time Legislation

Highlighting the return to peace-time legislation were the Second Conference of Labour Ministers in Ottawa in November 1946, and the hearings before the House of Commons Committee on Industrial Relations on the bill before the House in July 1947. The first of these, concerned chiefly with the rearrangement of jurisdiction, brought forth nothing novel but resulted in an almost complete return to the pre-war condition. Certain changes involving extension of the federal authority in peace were suggested on the agenda paper offered by the federal departmental officers but nothing came of them. The author of the book is critical of the Federal Government here, in view of the years of experience with greater centralization, for failing to press discussion of this issue here or subsequently to ascertain and to disclose what the nation really wanted in the matter of jurisdiction affecting industrial relations. The hearings before the House Standing Committee coming eight months later turned attention mainly to substantive clauses of the bill and, except for a scholarly exhibit of alternative possibilities under the Constitution presented by the Canadian Congress of Labour, the topic of jurisdictional change from the pre-war condition received scanty treatment.

The Industrial Relations and Disputes Investigation Act of 1948 replacing P.C. 1003 was in substance largely a revision of the latter by way of modifications and additions developed from the four and one-half years' experience. Among the changes some indicated the success of trade union pressures: for instance the court that finds an employer guilty of discharging an employee for union activities, contrary to the Act, is empowered to order him to reinstate the latter and pay him back wages. Others favoured the employer: the Board was given discretion to revoke certification where it is satisfied the union no longer represents the majority of the employees. Some involved new instructions to the administrators: technical employee groups were named as appropriate for bargaining units as well as craft groups already so named in the Wartime Regulations. Lastly, one change brought

new status to collective agreements entered into by a certified agent by declaring them binding upon the parties for the purposes of the Act.

Statistics of operations for the first four years of the Act indicate that the bulk of the attention of Board and Minister was given to certification and conciliation activities, that vote-taking tended to decline, that conciliation officers operating at the first stage succeeded in settling somewhat less than half the disputes assigned to them, while the record of conciliation boards was not quite so good.

### Ontario Legislation

In an early chapter the book recognizes the pioneering work of Ontario with its Collective Bargaining Act of 1943 whereby with its labour court it broke ground very useful to both Dominion and provinces for their introductory operations under P.C. 1003.

The main treatment of Ontario, however, begins with P.C. 1003 and the description of the province's techniques of adaptation to the Dominion's lead, first with respect to the War Order and later to the federal Act of 1948. These pages are instructive as an impressive exhibit of inter-governmental co-operation but are not presented as typical of all provinces. Not until 1950 did this most industrialized province break fresh ground with an Act sufficiently different in form and substance to deserve to be called her own. Among its variations from the federal model are its peculiar procedure for testing applicants for certification involving prescribed limits to the Board's discretion about taking votes, its naming the Board rather than the Minister to control the entry of the first conciliation officer in a dispute, and its authorizing the Board upon application of an aggrieved party to declare a strike or a lockout unlawful. It differs from the federal Act, too, in having been amended practically to meet particular needs after four years' experience.

Annual statistics of operations for Ontario for the decade 1944-54 are presented in detail through the use of four tables, three of them representing Board operations, one those under the Minister. A fifth table dealing with certifications cases shows the number of applications filed and disposed of each year through distribution on a three-way basis, namely, numbers granted, dismissed and withdrawn. These figures reveal a fairly steady Board performance, total disposals for any year varying from 368 to 571. Representation votes held, shown in the same table, dropped considerably after the first few years in



proportion to total applications disposed of and to certifications granted. Certificates granted as a result of votes conducted during the first six and one-half years amounted to approximately 25 per cent of all certifications, and during the later three and one-half years to 21 per cent. A sixth table presents figures relating to termination or withdrawal of rights by the Boards from a trade union as bargaining agent. Under the caption "revocation" this function appeared first in the federal Act of 1948 and thence came into the Ontario legislation.

Table VII is concerned with Board activities related mostly to enforcement. Most important here, probably, are the Board's responsibilities in dealing with applications for consent to prosecute and in making declarations as to whether strikes or lockouts are unlawful. Concerning the former, the figures show that the consents granted amount to only a small fraction of the applications, indicating that the Board has carried on an educational and advisory function in rescuing the parties from too frequent appeals to the courts.

Table VIII presents statistics of conciliation as associated both with reaching agreements and with troubles in administering them. It is used also to support an attempt to establish from the statistics at hand the measure of success of conciliation at the different stages in the bargaining procedure. In the latter the author is only partly successful because of lack of sufficient trustworthy figures.

## Effects of the Legislation

In Part II the effects of the legislation are sought through the use of statistics and through observation. One table shows the changing number and coverage of collective agreements over a 10-year period, including years before and after the legislation, and also the changing membership of the trade unions. Comment is made on the effect on the structure of the labour movement, on the replacement of force by Board judgment in determining the bargaining unit, and on the quality of the collective agreements. Another table attempts to show the effect upon stoppages, in terms of frequency, severity and purposes. Regarding the last named it is plain that strikes for recognition, for instance, were greatly lessened while strikes for union security increased. But the complexity of strike causation and the Government's classification based mainly on a chief cause sets limits upon the adequacy of statistical

method. That the legislation has really reduced stoppages is not proven. Favourable comment is made upon the improved fulfilment of the terms of completed collective agreements by reason of the required grievance machinery with compulsory arbitration as the final stage, as well as because of prohibition of strikes during the term of an agreement. Qualified praise is given also to the conciliation feature as affecting the quality of agreements considering the whole area of bargaining and also for the educational effect upon the parties concerned, their advisers and the officials engaged in administration. There is little indication, however, that the improved education in labour relations has extended far beyond the people immediately activated.

## Significant Issues

The long final chapter on "Significant Issues...." gives some space to the four and one-half years under the Wartime Regulations and even reaches back to certain decisions of the Ontario Labour Court of 1943. These early experiences, however, already mentioned in Part I, are dealt with here chiefly as issues continuing while main attention is turned to issues of the more immediate past and those still pending.

Issues revolve around such questions as:

1. Who shall represent employees? Are there, for instance, qualitative attributes that make a union unfit to represent a group?
2. What shall be the technical requirements for certification and how are they best measured?
3. What principles shall determine in defining the bargaining unit?
4. Over what matters is the authority of the Labour Relations Boards final and in what situations subject to review by the courts?
5. What is to be thought of the diversity of the legislation and its administration in the various jurisdictions? How diverse is it, and is diversity on the increase?
6. What is to be said of the system of compulsory conciliation provided for in the Act? And what is the proper role of publicity associated therewith?
7. What should be the functional scope of the legislation in the future? Should it include the compulsory checkoff at the employee's signed request as sought by organized Labour? Should it include the compulsory supervised strike vote as Management has asked?

*(Continued on page 1255)*

# Guaranteed Wages and Supplemental Unemployment Benefits

## An Annotated Bibliography with Some Historical Notes

A great deal of material has been published on the subject of guaranteed wage and supplemental unemployment benefit plans. Interest in the subject has grown considerably since the immediate postwar period in response to the widespread publicity given to union demands and the results of bargaining in important industries, both in Canada and the United States. The reading list provided in this article contains a relatively small selection from the hundreds of articles, pamphlets and books that have been written. The list is intended to serve simply as a practical guide for interested Canadian readers. Accompanied by brief notes on the historical growth of the GAW or SUB idea, the list is broken up under the following broad headings:<sup>1</sup> early concepts and plans; the Latimer Report, 1947; development of SUB and similar plans; some labour and management views; relationship to unemployment insurance; economic and social implications; and Canadian views. Items marked by an asterisk are available in the Library of the Department of Labour.

A variety of guarantee plans have evolved in North America since the end of the last century as part of a broad trend towards greater security of employment and earnings. For the most part, early plans were introduced by employers. In World War II, as a response to wage ceilings and an anticipated need for income security in the postwar period, trade unions showed more and more interest in the subject. Proposals put

This article, designed to serve as a reading guide for those interested in studying the background of supplemental unemployment benefits, was prepared in the Economics and Research Branch of the Department of Labour, with assistance from the Departmental Library.

forward in bargaining at this time, however, proved by and large to be unacceptable. The Latimer Report, prepared in 1947 for one of the wartime agencies in the United States, gave a new direction to the movement, endorsing limited employer liability and integration with the public systems of unemployment insurance. It was not until the 1950's, however, that plans were established through collective bargaining by major unions, such as the Teamsters, the United Automobile Workers, the Steelworkers, and the Glass Workers.

In Canada, a parallel development took place. Wage or employment guarantees were introduced years ago in a very few establishments. Trade union interest developed gradually but was being expressed in resolutions passed by at least one major congress in the years following World War II. SUB plans covering large numbers of Canadian workers have emerged from the bargaining table in the past year. A brief account of two of these plans (and the Glass Workers' plan in the United States) was given in an article entitled "The Provisions of Supplemental Unemployment Benefit Plans" in the May issue of the *LABOUR GAZETTE*.

### Early Concepts and Plans

Apparently the first income security plan on the continent, negotiated in the United States wallpaper industry in 1894, was a guarantee of eleven months of employment annually. A similar provision was gained by brewery workers in New York and Philadelphia in the fol-

lowing year. Oral commitments to year-round employment are known to have existed in a number of small establishments in the United States in the early years of this century.

The 1920's saw some interesting developments. In 1921 the Garment Workers in Cleveland obtained a guarantee of 20 weeks of employment in each six months. In 1923 the Proctor and Gamble Company introduced a plan providing for

<sup>1</sup>It should be noted that each title is listed only once, even though some are related to more than one of the main headings. The practice has been to list each title under the heading considered *most* appropriate.

a guarantee of 48 weeks or equivalent pay per year to employees with at least six months' service (later changed to two years' service). This was the first of a small number of plans initiated by large employers that were to become both well established and well known. It was followed in 1931 by a plan adopted by the Hormel Meat Packing Company, providing guaranteed employment on the understanding that overtime would be paid for at straight time rates. In 1935 the Nunn-Bush Shoe Company started a plan guaranteeing a "continuous employment relationship" to defined classes of employees and providing at the same time for salaries based on a constant percentage of the wholesale value of shoes produced.

Attempts in the 1930's to encourage the development of guarantee plans by legislation, notably in the provisions of the Wisconsin Unemployment Insurance Act and the federal Fair Labor Standards Act, served as interesting experiments but these either lasted for only a short time or had little practical effect.

In the early 1940's, trade unions in the United States began to show a greater interest in wage guarantees as the war-

time wage stabilization program placed limitations on demands for higher wages. This interest was reinforced by a concern for postwar income security, which the CIO began to study in 1943. In 1944 and 1945 bargaining, CIO unions requested guaranteed wage or employment provisions in a number of leading industries, basing their demands on the argument that maintenance of consumer expenditures was a prerequisite of continued prosperity. The AFL moved towards support of guarantee plans in the same period and a number of its affiliates concluded agreements with guarantee provisions.

Immediately after the war, the movement was less in evidence but a number of unions, notably the United Automobile Workers, United Steelworkers and United Packinghouse Workers, continued to argue forcibly in public for implementation of wage guarantee plans.

The items listed below contain a certain amount of historical analysis and a description of guaranteed wage plans established before 1947, when the Latimer Report produced changes in some of the underlying concepts.

- \* 1. Chernick, Jack and George C. Hellickson. *Guaranteed Wages the Year Round*. University of Minnesota Press, Minneapolis, 1945, 146 pp.
- \* 2. Dale, Ernest. *Annual Wages and Employment Stabilization Techniques*. Research Report No. 8, American Management Association, 1945, 96 pp.
- \* 3. Guaranteed Employment and Annual Wage Provisions in Union Agreements. *Monthly Labor Review*, April, 1945.
- \* 4. Hormel, Geo. A. and Co. *The Hormel Annual Wage, Wages Incentive and Joint Earnings Plans*. 1943, 24 pp.
- \* 5. Nunn-Henry, L. *The Whole Man Goes to Work*. (Nunn-Bush Co.), 1953, 214 pp.
- 6. Proctor and Gamble Co. *More Than a Quarter Century of Guaranteed Annual Employment*. 1949, 12 pp.
- \* 7. Seastone, Don A. The History of Guaranteed Wages and Employment. *The Journal of Economic History*, Volume XV, No. 2, 1955, pp. 134-150.
- \* 8. Snider, Joseph L. *The Guarantee of Work and Wages*. Boston, Harvard University Press, 1947, 191 pp.  
Contains a discussion of a number of specific plans including some that were unsuccessful, and indicates reasons for their discontinuance.
- \* 9. United States Department of Labor. Bureau of Labor Statistics. *Guaranteed Wage Plans in the United States*. Bulletin No. 925, 1947, 90 pp.  
Reports on the extent and nature of guaranteed plans and the experience of 62 selected companies.
- \* 10. U.S. National War Labor Board. Case 111-6230-D (14-1, et al). *Report of the Steel Panel*. In Re: United States Steel Corporation, et al, and United Steel Workers of America, CIO, Washington, 1944, 285 pp., p. 132-157.  
Contains a discussion of the union's position, the company's position and the panel discussion of these positions and other points.

## The Latimer Report, 1947

One result of the 1944 demands for a guaranteed annual wage in the United States steel industry was the preparation in the U.S. Office of War Mobilization and Reconversion, under the direction of

Murray W. Latimer, of a comprehensive report on the subject. The Latimer Report, as it came to be called, which was submitted to the President of the United States and published in 1947, is widely



credited with having produced important changes in labour and management attitudes towards the guaranteed annual wage. It examined in considerable detail the various questions raised by the guaranteed wage concept, including problems of cost. Among its various conclusions were ones suggesting limited employer liability and a system of integrating GAW and unemployment insurance benefits so that employer-financed benefits would not, by

themselves, be expected to maintain a reasonable standard of living for laid-off employees. The establishment of a fund as a means of financing the guarantee payments was also suggested, and the labour relations and tax aspects of the subject were considered.

Of the items listed below, No. 14 is the Latimer Report itself; the others contain comments and opinions on the Report and its repercussions.

- \*11. Berridge, William A. and Cedric Wolfe. *Guaranteed Employment and Wage Plans*. American Enterprise Association, New York, 1948, 87 pp.  
A critical analysis of the Latimer Report.
- \*12. Campbell, Ricardo. Recent Analysis of Annual Wage Guarantees. *Quarterly Journal of Economics*, August, 1948.  
Compares the views of the Latimer Report, Snider (The Guarantee of Work and Wages—Item 8) and Kaplan (The Guarantee of Annual Wages) on such matters as effect of guarantee plans on consumption, investment, employment, mobility of labour and policies of individual firms.
- \*13. The Latimer Report, Discussions and Communications. *Industrial and Labor Relations Review*, April, 1948, pp. 465-480.
- \*14. United States Office of War Mobilization and Reconversion, Office of Temporary Controls. Advisory Board. *Guaranteed Wages* (Latimer Report). 1947, 473 pp.  
Covers a wide range of material bearing on the subject of guaranteed wages. Much of the content has already been noted in the text above. The appendices include, among other things, case histories of plans in 11 companies and a lengthy economic analysis of guaranteed wages by A. D. Hansen and P. A. Samuelson with comments by well-known economists.

## Development of SUB and Similar Plans

Publication of the Latimer Report did not bring about an immediate renewal of bargaining on the guaranteed wage, however, as unions concentrated on wage and pension demands in the postwar period. Then, in December 1951, the Steel Workers made the GAW a major bargaining issue. Their proposal incorporated the principles of limited liability and supplementation of state unemployment compensation for a limited number of employees. The level of benefits suggested was said to be the equivalent of 75 to 80 per cent of annual wage income. The scheme was not accepted by the industry, however. In 1953, the United Automobile Workers adopted the guaranteed annual wage as its next major aim. In the same year the Teamsters' union signed 5-year agreements with some 20 employers providing for full wage guarantees.

In June 1955, the well-known agreement between the UAW and the Ford Company of America was signed. This established the first of what came to be known as supplemental unemployment benefit plans (SUB). In essence, the Ford plan provided for company contributions of 5 cents per hour into a fund from which, in stipulated circumstances, benefits would be paid to laid-off workers.

These benefits, when combined with state unemployment compensation, amount to 60 or 65 per cent of after tax, take-home pay, their duration depending on a number of factors including length of service. The principles of limited employer liability and supplementation of state unemployment compensation were thus established.

The Ford agreement has been followed by others setting up similar plans in the automobile, farm implement, can, basic steel, rubber and related industries in the United States and, later to a somewhat lesser extent, in Canada. In the flat glass industry of the United States a scheme was agreed to in September 1955 which set up an individual trust fund for each employee that could be used in time of sickness or layoff or even (within defined limits) for vacations.

The titles set forth below cover a wide field of description, discussion and criticism. Future trends in bargaining are considered, together with such questions as the best level of benefits, eligibility standards, methods of financing and administration and integration with unemployment insurance. Most points of view are represented, and contributors include labour, management and academic specialists.

- \*15. Allen, J. L. and C. W. Randle. Challenge of the Guaranteed Annual Wage. *Harvard Business Review*, May-June 1954, pp. 37-48.
- \*16. Annual Wage, Warehousemen in St. Louis. Win Guaranteed Pay in 20 Contracts. It is Limited to 'Normal' Sized Payroll. *Business Week*, August 15, 1953, pp. 145-146.
- \*17. Bureau of National Affairs. *The Guaranteed Annual Wage: Existing Plans, Employer and Union Approaches. Bargaining Strategy*. Washington, 1955, 259 pp.
- \*18. ———. *Supplemental Unemployment Benefit Plans, Texts, Analyses, Comparison Charts, Arguments Pro & Con, Rulings of State Agencies*. Washington, 1956, 187 pp.
- \*19. Can Companies' Supplemental Benefit Plans. *Management Record*, October 1955, pp. 394-397, 412-416.
- \*20. Dennis, William L. The Pivotal Issue: A Guaranteed Annual Wage. *What's New on the Labor Management Front?* Personnel Series No. 161, American Management Association, New York, 1955, pp. 29-40.  
Discusses the preparation for bargaining on the guaranteed annual wage and the administration of such a plan with special reference to the United Automobile Worker (1954) plan.
- \*21. ———. Ford and General Motors Agree with UAW-CIO on Historic Unemployment Pay Plan. *Labor Law Journal*, July 1955, pp. 503-507.
- \*22. Industrial Relations Counsellors. *The Guaranteed Annual Wage—1952*. Industrial Relations memos, No. 126, New York, March 15, 1952. 8 pp.  
Devoted mainly to the Steelworkers demand with some historical notes.
- \*23. Latimer, Murray W. *A Guaranteed Wage Plan for the Workers in the Steel Industry*. Union exhibit No. 26, Wage Stabilization Board, Case No. D-18-C, 1952, 52 pp.
- \*24. ———. *Appendix to a Guaranteed Wage Plan for the Workers in The Steel Industry*. Union Exhibit No. 11A, Wage Stabilization Board, Case No. D-18-C, 1952, 55 pp.  
Discusses procedures and methods used to construct cost estimates.
- \*25. The 1955 Ford and General Motors Union Contracts. *Monthly Labor Review*, August 1955, pp. 875-881.
- 26. Sherbondy, Donald J. The Pittsburgh Plate Glass Company Security Benefit Plan. *American Economic Security*, December 1955, pp. 26-34.
- \*27. The Showdown on the Guaranteed Annual Wage: What It Means to Business, Special Report. *Business Week*, April 1955, pp. 80-110.  
A look at the various aspects of the GAW issue including a short history of the idea, early plans, post-war developments, comparisons of the plans of various unions and management's attitude and position.
- \*28. Unterberger, Herbert S. From GAW to Income Security. *Labor Law Journal*, April 1955, pp. 215-221.
- \*29. ———. Estimating The Cost of a Guaranteed Wage Plan. *Labor Law Journal*, June 1955, pp. 391-400.
- 30. Views of the United Automobile Workers Public Advisory Committee on the Guaranteed Wage. *Daily Labor Report*, Special Report, May 17, 1955, No. 2, 12 pp.

### Some Labour and Management Views

Labour and management views have been expressed in a wide variety of trade union and business publications. Some of these are listed elsewhere in this article; others are referred to below.

- \*31. Chamber of Commerce of the United States. *Jobs? Or Jobless Pay*. 1954, 90 pp.
- \*32. CIO. *Guaranteed Annual Wage the Year Round*. Publication, No. 124, Washington, 1945, 24 pp.
- \*33. Garbarino, J. W. *Guaranteed Wages*. University of California, Berkeley, 1954, 61 pp.  
Contains chapters presenting the views of management and labour.
- \*34. National Association of Manufacturers. *The Guaranteed Annual Wage and Its Implications to a Free Economy*. New York, February 1954, 43 pp.
- \*35. Stabilized Employment and The GAW: Survey of Management Thinking. *Management Review*, July 1945.
- \*36. United Automobile Workers. *Preparing a Guaranteed Employment Plan that fits like a Glove*, 1954, 44 pp.
- \*37. Weinberg, Nat. The Thinking Behind the UAW-CIO Guaranteed Plan. *Michigan Business Review*, March 1955, pp. 1-8.

## Relationship to Unemployment Insurance

One aspect of the SUB plans that has attracted a good deal of attention is their close tie-in with the public systems of unemployment insurance. Most of the plans stipulate that, as one condition of operation, there must be from the unemployment insurance authorities rulings to the effect that a laid-off worker can receive SUB benefits without being thereby disqualified from drawing unemployment insurance benefits. In the United States, rulings of this kind have so far been made

in more than 20 states, negative decisions having been made in only four. In Canada, at the time of writing, SUB benefits were not yet available and the Unemployment Insurance Commission had not announced its policy.

In this section are listed a number of publications dealing with the use of private layoff benefits as a supplement to unemployment insurance benefits, and with the problems of integrating the two.

- \*38. Industrial Relations Counsellors. *The Guaranteed Annual Wage: An Arctive Issue*. Memo No. 131, New York, 53, 28 pp.  
Analyses proposal for supplementation of unemployment compensation. In addition contains a brief historical sketch, some early plans and a discussion of the management approach.
- \*39. Interstate Conference of Employment Security Agencies. *Relationships Between Unemployment Compensation and Guaranteed Wage Proposals*. Washington Daily Reporter, 1953, 18 pp.
- \*40. Levinson, David. The Guaranteed Annual Wage and Unemployment Compensation. *Labor Law Journal*, June 1954, pp. 387-390.
- \*41. Loysen, M. O. The Tie-In With Unemployment Compensation. *Management Record*, March 1954, pp. 120-123.  
Paper presented before the 346th meeting of the National Industrial Conference Board as part of a panel entitled "Guaranteed Wages: The Perennial Problem".  
Other papers given were: Union Approach to Wage Guarantees by Marvin P. Miller; Management Appraisal of the Guaranteed Annual Wage by Emerson P. Schmidt; Company measures to Regularize Employment by M. M. Olander.
- \*42. Papier, William. Guaranteed Annual Wage Proposals: Their Implications for Unemployment Compensation. *Industrial and Labor Relations Review*, January 1955, pp. 265-274.
- \*43. Schmidt, Emerson P. Private Guaranteed Wages and Unemployment Compensation Supplementation. *Industrial Relations Research Association Proceedings*, December 1953, pp. 96-112.  
Paper presented as part of a panel entitled "Annual Wage Guarantees; A Growing Problem in Industrial Relations".  
Other paper given was: Some problems of Annual Wage Guarantees by Boris Shiskin.  
Discussants: Philip Booth and Philip Arnow.
- \*44. United States Department of Labor, Bureau of Employment Security. *Guaranteed Annual Wage Payments and Related Employer Payments Under State Unemployment Insurance Systems*. Washington, 1953, 14 pp.

## Economic and Social Implications

Another aspect of the subject that has been singled out for special attention is the economic and social implications of guarantee and SUB plans and proposals. The following is a small selection from the many publications in which the plans

are examined in terms of such things as general economic theory, employment stability and labour mobility, the effect on incentives and technological change, and the probable impact on patterns of investment, production and consumption.

- \*45. Backman, Jules. The Economics of the Guaranteed Wage. *New York University Eighth Annual Conference on Labor*, 1955, pp. 441-467.  
Paper presented as part of a panel on the Guaranteed Annual Wage. Other papers given were: A Guaranteed Annual Wage Plan by Thomas T. Heney and the Impact of the Guaranteed Annual Wage on Social Security by John W. McConnell.
- \*46. Cartwright, P. W. The Economics of the UAW-Ford Contract. *American Economic Review*, December 1955, pp. 932-937.
- \*47. Chamber of Commerce of the United States. *Economics of the Guaranteed Annual Wage*. Washington, 1953, 35 pp.
- \*48. Harris, Seymour E. Economics of the Guaranteed Wage. *Industrial Relations Research Association Proceedings*, December 1954, pp. 164-185.  
Paper presented as part of a panel entitled "The Impact of Employment Security Programs".



Other paper given was: The Economic Function of Unemployment Insurance by Arthur Larson.

Discussants: Nat Weinberg, Emerson P. Schmidt and Seymour Brandwein.

- \*49. Labor-Management Conference, Rutgers University. *The Guaranteed Annual Wage, 1954*. New Brunswick, New Jersey, 115 pp.  
Participants: Richard A. Lester, Marvin J. Miller, Emerson P. Schmidt, John E. Conley, Henry A. McFarland.
- \*50. Leeman, Wayne A. The Guaranteed Annual Wage, Employment and Economic Progress. *Industrial and Labor Relations Review*, July 1955, pp. 565-571.
- \*51. Slichter, Sumner H. View of Effects of Ford-GM Contracts. *Monthly Labor Review*, October 1955.
- \*52. Wickersham, Edward D. Repercussions of the Ford Agreement. *Harvard Business Review*, January-February 1956, pp. 61-73.  
See also item 14, Appendix F, Economic Analyses of Guaranteed Wages by A. D. Hansen and P. A. Samuelson.

## Canadian Views

A number of published contributions different characteristics of the Canadian to the subject have been made in economy and the Canadian system of Canada, some dealing at considerable unemployment insurance. A selection length with SUB plans as they relate to follows.

- \*53. Andras, A. The GAW: A Labor Viewpoint. *The Commerce Journal*, Toronto, 1956, pp. 39-42.
- \*54. Bouvrier, Emile. *Guaranteed Annual Wage, A Modified System*. Montreal, Industrial and Labour Relations Publications, 1954, 52 pp.
- \*55. Croll, D. A. Guaranteed Annual Wage. *Canadian Unionist*, May 1955, pp. 167-168, 170+ (excerpts from speech in House of Commons).
- \*56. Giguere, L. G. Salaire Annuel Garanti. *Industrial Relations Quarterly Review*, Quebec, June 1954, pp. 283-6. Includes an English summary.
- \*57. Gilbert Jackson and Associates. The Guaranteed Annual Wage. A series of 8 articles published by the *Canadian Press*, 1955.
- \*58. Goforth, Wallace W. The Guaranteed Wage Issue: A Canadian Appraisal. *The Commerce Journal*, Toronto, 1956, pp. 31-38.
- \*59. Guaranteed Annual Wage. *Industrial Canada*, July 1953, pp. 301-310.  
Papers presented before the panel were: The Guaranteed Annual Wage, 1953 by C. E. French and Management and the Guaranteed Annual Wage by Leo Teplov.
- \*60. Guaranteed Annual Wage. *Industrial Canada*, July 1955, pp. 240-250.  
Papers presented before the panel were: Guaranteed Annual Wage—Some characteristics and Principles Involved by Harry Taylor; Your stake in the Guaranteed Annual Wage by David M. Molthrop; UAW Guaranteed Employment or Wage Plan and the Canadian Economy by Stuart Armour.
- \*61. Guaranteed Wage and Employment Plans in Collective Agreements. *The Labour Gazette*, September 1953, pp. 1269-1272.
- \*62. The Guaranteed Annual Wage. *Labour Research*, Canadian Congress of Labour, November-December 1953, whole issue.  
Contains some history and a discussion of a few of the reasons behind the drive for the guaranteed wage.
- \*63. Mathews, N. L. The Guaranteed Annual Wage. *Canadian Personnel and Industrial Relations Journal*, April 1955.
- \*64. Montreal Board of Trade, Employee Relations Section. *The Guaranteed Wage: A Panel Discussion*. December 10, 1953.  
Participants: R. B. MacPherson, J. K. Molyneaux and J. P. Nicol.
- \*65. MacDowell, G. F. Some Economic Aspects of Guaranteed Annual Wages. *Canadian Banker*, Winter 1955, pp. 53-59.
- \*66. Owen, C. F. Guaranteed Wages—Company Unemployment Benefits and the New Unemployment Insurance Act. *Industrial Relations Quarterly Review*, Quebec, March 1956, pp. 98-108.
- \*67. Phillips, W. G. Guaranteed Wages. *Canadian Forum*, July 1955, pp. 1 and 80-81.  
Points out some advantages of raising unemployment compensation benefits rather than relying on SUB plans.
- \*68. Ross, H. F. Some Aspects of the Problems of Guaranteed Wages and Employment. *Canadian Journal of Economics and Political Science*, November 1947, pp. 545-562.
- \*69. White, R. F. Some issues involved in Guaranteed Wage and Employment Demands. *Industrial Relations Quarterly Review*, Quebec, June 1955, pp. 157 and 173. Includes a French summary.

# 44th Annual Convention of N.B. Federation of Labour

President James A. Whitebone urges support of action by governments of Atlantic provinces to improve the economy of the area; delegates endorse his plea. Labour Minister Gregg one of convention speakers

Focusing on the economic progress of the province, delegates to the 44th annual convention of the New Brunswick Federation of Labour unanimously endorsed President James A. Whitebone's strong advocacy of support of the action of Canada's Atlantic governments towards immediate improvement in the area's economy. The convention was held in Moncton August 27 to 29.

This endorsement was contained in a resolution supporting the President's annual report, in which he foresaw the "greatly accelerated program of our people"—in particular the construction of the Chignecto Canal and the Passamaquoddy power project—as an offset to "the impact of the St. Lawrence Seaway on our province".

The 200 delegates, a record attendance, also adopted the preliminary report of its committee on the amalgamation of the New Brunswick Council of Labour with the New Brunswick Federation of Labour. An eight-point program, which formed the basis of merger negotiations, was adopted.

The delegates came from six Trades and Labour Councils and 85 local unions and represented a total Federation membership of 35,000.

In contrast with previous conventions, the 35 resolutions on the agenda evoked neither protracted discussion or controversy. One of the most far-reaching in its implication, and a throwback to a debate at last year's convention, was that submitted jointly by all the municipal employees' unions of Saint John, including police, firefighters, City Hall and school board employees.

This resolution, after declaring that "New Brunswick is the only province in Canada which in its Labour Relations Act denies this right" (or bargaining) to employees of municipalities and municipal boards, thereby "reducing such employees to something less than first-class citizens," called for such changes in the Act whereby all such government bodies "be employers under the Labour Relations Act in the

same manner as other employers, with disputes referred to a three-man Board of Arbitration".

After the formal welcome by Alderman W. Creaghan, representing the Mayor of Moncton, the first guest speaker was the Hon. A. E. Skaling, provincial Minister of Labour. He was certain and happy that the merger would soon be a fact of history in New Brunswick. In a 25-point program, Mr. Skaling reviewed the accomplishments of organized labour in the province in relation to his department.

## Hon. Milton F. Gregg

Hon. Milton F. Gregg, Minister of Labour, after congratulating the Federation on its record attendance and on its record on behalf of New Brunswick workers and the welfare of the province, emphasized that the federal Department of Labour and the provincial Department of Labour were always working in close co-operation for the same objectives—"partisan politics plays no part in those things that are close to the heart of your organization," he asserted.

Mr. Gregg congratulated Claude Jodoin on his statesmanship in connection with the merger. "Many said it could not be done," observed the Minister, "or done in such a way that could be a threat to what most Canadians hold dear, or that might cause other segments of our community to worry. But due to the statesmanship of your President there is nothing to worry about." He expressed his pleasure at the progress towards merger of New Brunswick labour organizations.

Turning to the status of Federation President Whitebone in the new Canadian Labour Congress, the Minister lauded his achievements for Canadian labour through 25 years of executive service. "Jim Whitebone never puts on a show," continued the Minister, "but every time I attend a gathering at which he is an impressive participant I am proud and happy to see and hear Jim Whitebone from my native province of New Brunswick".

Touching on employment, the Minister stated that far more people were employed in Canada and New Brunswick than ever before, and at wage levels never known before. "We will continue in our best efforts to keep up the tempo of employment this winter," he declared, pointing out that "Moncton pioneered in this effort to promote winter employment".

The Minister then dealt with Camp Gagetown and the chain of events that brought it into being as one of Canada's major military training areas. Tracing the troubled years back to Korea, the Minister stated that countries in NATO felt that the effort for security must be maintained, and that, he said, "was the conception of the need for Camp Gagetown".

Continuing, the Minister stated that the stages in that project have now "jelled" and "through it all one thing stands out—the strong support and co-operation of organized labour".

Mr. Gregg dealt comprehensively and frankly with each stage of the project and the special problems arising from it—the procurement period, the evacuation period and the replacement period. "We developed a spiral plan," explained Mr. Gregg, "whereby I was able to obtain the names and qualifications of every single worker who had no farm and had to move. Gradually, by the willingness of cities and towns and the active assistance of organized labour, they were all taken care of."

The Minister, noting that more than 3,000 were employed at Camp Gagetown, said he had discussed the "new city" growing up in the area with the Housing Corporation to see to it that the maximum of skilled workers will have an opportunity to work there this winter.

Speaking of recent amendments to the Unemployment Insurance Act, the Minister credited the labour delegates at the Toronto convention with pinpointing the necessary changes. "We have the 'bugs' out of the Act," he commented, "but I want to make it clear that those bugs were in no sense the fault of the UIC. They were not intentional; we just could not foresee the consequences."

Regarding the extension of coverage to fishermen, the Minister stated: "We are going to work out a plan without taking away from you who are fully insured. In this respect I would bespeak your sympathetic understanding in the effort that is going forward."

On health insurance he stated that "it was agreed in such a plan it would be essential in the collection of tax money that a majority of the Canadian people

were in agreement before it goes into effect". That was why it was decided that six provinces should be in agreement.

## James A. Whitebone

President James A. Whitebone, making his 26th annual report to the Federation, urged an immediate start on the construction of the Chignecto Canal to offset the impact of the St. Lawrence Seaway on the economy of the province. By contributing their full share of the costs of the Seaway, the Atlantic provinces were actually subsidizing their own economic disaster, he declared.

"We will be stupid indeed," he said, "to believe that the ports of this waterway will not create widespread unemployment and economic upheaval in New Brunswick."

Mr. Whitebone said that while the Federation was prepared to accept a project of such magnitude which would bring benefit to such large numbers, it was entitled to equal consideration of its claim for compensation for the economic loss which the province would sustain.

Mr. Whitebone called on the Federation also to work vigorously for implementation of recommendations by engineers studying the feasibility of harnessing the Fundy tides in the Passamaquoddy area for the development of low-cost hydro-electric power.

Mr. Whitebone recommended that the Federation "lend full support" to proposals of the Maritime governments for economic improvements in the Atlantic provinces. The recent conferences of the premiers in the Atlantic group "has been a significant development since our last convention," he said.

The convention will have before it for decision some proposals and recommendations respecting the proposed merger, said Mr. Whitebone. Referring to fears that the New Brunswick Federation of Labour would pass out of existence and be replaced by a new organization, he said: "So far as your officers are concerned, there is no foundation whatsoever for such fears." There was, he noted, agreement that the name and constitution of the Federation should be retained, with only such constitutional amendments as might be necessary to clarify conditions of the merger.

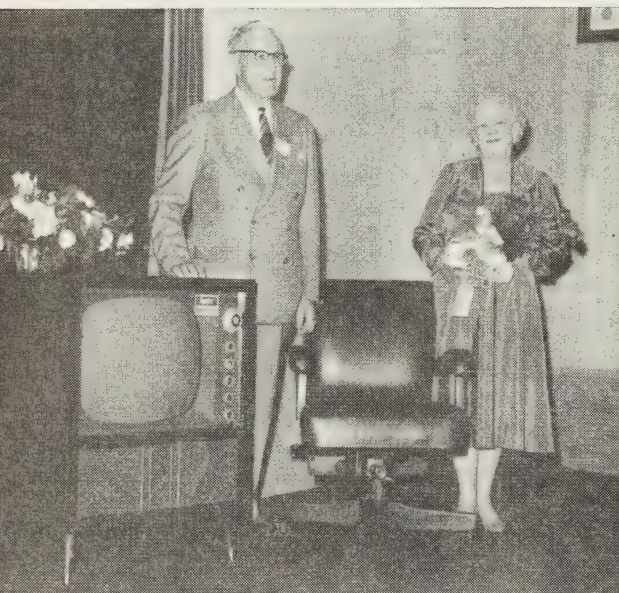
Workers everywhere are deeply concerned with automation and its impact on their skills and occupations, said Mr. Whitebone. Automation can be a great boon to the workers and has so proved in many cases. Nobody can successfully





Pictured at the opening session of the 44th annual convention of the New Brunswick Federation of Labour (left to right): Hon. Milton F. Gregg, Minister of Labour; Claude Jodoin, President, Canadian Labour Congress; and Capt. J. M. Cody, Chairman, Board of Trustees, International Association of Fire Fighters.

(Photo by Tom Bourgeois, Moncton)



To honour Federation President James A. Whitebone on his completion of 26 years in the post, delegates to the convention presented him with a television set and an easy chair. Mrs. Whitebone is seen in the middle photograph with the bouquet of roses she was presented with.

(Photo by D. M. Halfpenny, Moncton)



The executive officers of the New Brunswick Federation of Labour for 1956 elected at the convention (left to right): Michael J. Renny, 5th Vice-president, Newcastle; Charles Malchaw, 3rd Vice-president, Bathurst; Ralph Boyd, 1st Vice-president, Moncton; President James A. Whitebone; William McCarlie, Secretary-Treasurer, Saint John; W. A. MacLean, 2nd Vice-president, Fredericton; and Roland Blanchette, 4th Vice-president, of Edmundston.

(Photo by D. M. Halfpenny, Moncton)

block progress, he said; we have no quarrel with automation but "we must be ever on the alert and strive to see to it that the inevitable processes of automation are not to be a means of hardship and privation for our people, rather that they be used for their benefit".

Nothing that the recent increase in the maximum benefits payable to injured workmen under the Workmen's Compensation Act is still below the 75 per cent requested by the Federation, Mr. Whitebone expressed the hope that it would be brought up to that amount in the very near future.

Resolutions endorsing the principle of equal pay for equal work, in line with recently implemented federal policy, would come before the convention, said Mr. Whitebone, and he commended them to the consideration of the delegates.

Mr. Whitebone stressed the need for low-rental housing. "Every worker," he said, "has the right to a decent, comfortable home with modern conveniences for good living for himself and his family and we must not rest until this desirable goal has been attained."

Stating that the Federation has always supported the principle of adequate educational opportunities for all, Mr. Whitebone recommended the Federation establish one or more annual scholarships for the sons and daughters of its members.

"Due to amalgamation of the Trades and Labour Congress of Canada and the Canadian Congress of Labour, the full-time staff of representatives in New Brunswick is now co-ordinated and functioning smoothly as a team," Mr. Whitebone reported.

A number of new unions have been organized during the year at various points in the province, including motor mechanics, forest workers, miners, operating engineers, machinists and electrical workers, he said. A significant development was the organization of retail clerks at Fredericton. To all these new unions he extended a welcome and expressed the hope that "those who have not already done so will affiliate with this Federation soon".

## Claude Jodoin

Organized labour is not interested in taking over, or attempting to take over, control of Canada, Canadian Labour Congress President Claude Jodoin emphatically asserted in his address to the convention.

The best possible working conditions and social benefits, along with the highest standard of living procurable, are the things

that organized labour is seeking to attain for Canadian workers.

Among other things, Mr. Jodoin pointed out that labour has always, and will always, stand for co-operation. Regardless of race, creed or colour, labour will always work in the interest of the worker, he asserted.

Speaking of the role of labour on the international scene, Mr. Jodoin noted that "we (labour) have the sole solution to the problem of peace in the world. There is not warmongering in countries where free trade unions exist. I cannot tell you the exact date and time, but the day will come when Comrade Khrushchev will wake up and find free trade unions in Moscow. When that day comes, world peace will follow."

Mr. Jodoin paid tribute to the New Brunswick Federation of Labour which, he reminded the delegates, "is the oldest federation in Canada". He referred to James A. Whitebone, President of the Federation, as "one of the pioneers in the labour movement in Canada".

Delegates were reminded that the labour movement has been successful in getting legislation passed that at one time was called "preposterous". He referred particularly to old age pensions, unemployment insurance and workmen's compensation. Two other benefits on which labour is now working are equal pay for equal work for men and women, and a comprehensive national health program.

The CLC President, speaking on the proposed merger of the two provincial labour federations in New Brunswick, remarked: "This is a necessity, as far as organized labour is concerned." He added that problems would no doubt arise since, "if there were no problems in the labour movement something would be wrong."

## Merger

The merger question came before the convention in a resolution that called for amalgamation of the two provincial bodies as soon as possible, by special convention. As the resolutions committee was already dealing with the matter in the form of a report on preliminary merger discussions, the resolution was referred to it.

The committee later submitted eight recommendations, all of which the convention adopted. It was resolved that "a committee set up by this convention continue to meet with the New Brunswick Council of Labour" and that "all executive officers be elected from the floor of the merger convention" and that "no individual will be promised an executive office".



The only flurry arose out of the recommendation that "the obligation contained in the present constitution be deleted and a new form of obligation adopted". The present oath, which must be taken by all candidates for election, is the same as that in the constitution of the Trades and Labour Congress of Canada, which was amended at the founding convention of the Canadian Labour Congress (L.G., June, p. 636). It contains a pledge of loyalty to the Crown and a repudiation of Communism.

Retention of the obligation was strongly urged by H. C. Tracy and C. A. Steeves and adopted by the convention.

Also adopted was the report of the committee, comprising President Whitebone and Secretary William McCarlie, on preliminary merger discussions with the New Brunswick Council of Labour.

Before the committee reported, President Angus McLeod and Secretary Ralph Evans of the Council addressed the convention. Delegates applauded Mr. McLeod's plea that "any previous differences be forgotten". He stated that a convention of his organization had approved the same recommendations that were being presented to the Federation's convention.

In conclusion he asserted: "Brother Whitebone and myself are friends. The realization has never been out of our minds that your Federation of Labour has a great record of achievement in this province. So the way is cleared for the merger."

Mr. Evans informed the delegates that the Council of Labour had a membership of 4,000 in 28 local unions.

## Resolutions Adopted

The resolution most far-reaching in its implication, next to that on the proposed merger, was that calling for changes in the province's Labour Relations Act that would make all municipal government bodies "employers under the Act in the same manner as other employers".

Speaking on this resolution, John F. McMillan of the Policemen's Protective Association, Saint John, one of the unions sponsoring it, explained that the purport of the resolution was to delete that section of the Act that compels an employer to declare himself either an employer or not an employer "so that we are on the same basis as any other type of employee and they are on the same basis as any other type of employer".

Another resolution adopted called for a further amendment of the Act whereby any agreement between a union and any

employer or firm, with attendant certification, "shall not be affected by reason of a change in the name or ownership of such firm".

The convention also adopted a resolution of its ways and means committee to establish a scholarship fund by means of a registration fee of \$1.50 per delegate at future conventions. From the fund so created, a scholarship of \$150 would be awarded annually "to a son or daughter of a member in good standing at the discretion of the executive committee".

Another adopted resolution, of particular interest to workers in the Moncton area and submitted by Local 851, International Union of Operating Engineers, called for remedial action on behalf of union employees vis-a-vis enlisted personnel.

Recommendations contained in other adopted resolutions were that:

Old age pensions be increased from \$40 to \$60 a month;

Employers be compelled to pay the same wage rate to all men and women "who perform the same work";

The provincial sales tax be reduced "commensurate with the economy of the province";

Prevailing rate employees of the federal Government be granted the same bargaining rights as employees in private industry;

Workmen's compensation benefits be increased from a maximum of 70 per cent to a maximum of 75 per cent of an injured worker's wage;

Pneumoconiosis be listed as an industrial disease under the Workmen's Compensation Act;

The Stationary Engineers Act be completely revised and more rigidly enforced;

Methods of distribution under the province's Liquor Control Act be improved, with particular reference to the operation of licensed taverns, clubs and cocktail lounges;

Personal income tax exemptions be increased from \$1,000 to \$2,000;

Provincial legislation be enacted to provide safety standards for the construction industry;

Decisions in cases of injunctions in labour disputes be issued within seven days after all evidence has been heard; and that

Voting methods be simplified to avoid the possibility of spoiled ballots.

## Other Speakers

V. C. Phelan, Director of the Canada Branch of the International Labour Office, outlined the role of the ILO. One of its



major objectives he characterized as "the extension to all workers in all countries of the benefits enjoyed by the workers in the more developed countries".

Other speakers in the first session included Henry Harm, Regional Director of the CLC, and R. P. Hartley, Regional Director of the Unemployment Insurance Commission. Mr. Harm spoke of the progress already made in the Atlantic provinces by the newly-formed CLC and the bright future that is expected, particularly in the field of employment. Mr. Hartley spoke of the excellent relations that exist between labour and the UIC, citing examples of close co-operation and understanding during the difficult war years.

N. D. Cochrane, New Brunswick Deputy Minister of Labour, commented on the favourable status of labour-management relations in the province. Only two strikes occurred in New Brunswick during the past year, he pointed out, adding that in the same period his department dealt with 24 conciliation cases and six conciliation boards.

He also stated that there were more than 1,000 apprentices in the province, the largest per capita figure of any province.

Austin C. Taylor, Leader of the Opposition in the New Brunswick Legislature, complimented both the convention and President Whitebone on the efficient functioning of organized labour in the province, declaring that "any group in society, regardless of its function, needs organization such as yours".

Among others who addressed the convention were Andrew Cooper, Executive Board Member in Canada of the United Brotherhood of Carpenters and Joiners; Capt. J. M. Cody, board member, International Association of Fire Fighters; Ralph C. Patterson, Secretary, New Brunswick Accident Prevention Association; Samuel Babb, representing the State of Israel; Russell McLellan, Technical Adviser to the provincial Minister of Labour; and R. G. Jones, labour representative on the New Brunswick Workmen's Compensation Board.

### James A. Whitebone Honoured

At the annual dinner, the delegates honoured the Federation President, James A. Whitebone, for "serving Labour in the province and throughout Canada with distinction" during his 25 years in office.

William Touchie, retiring 1st Vice-president, presented Mr. Whitebone, on behalf of the delegates, with a television set and an easy chair. Mrs. Whitebone was presented with a bouquet of roses.

### Election of Officers

In the election of officers, Mr. Whitebone was re-elected President, by acclamation, for his 26th term. William McCarlie also received an acclamation as Secretary-Treasurer.

The five Vice-presidents elected, in numerical order, were: Ralph Boyd, Moncton; W. A. MacLean, Fredericton; Charles Malchow, Bathurst; Roland Blanchette, Edmundston; and Michael Kenny, Newcastle.

## State Intervention and Assistance

*(Continued from page 1243)*

Some of these questions, it will be seen, involve chiefly administrative issues, while others look toward policy decisions and some suggest possible future changes in the legislation itself. Most consistent and continuous has been the criticism of the conciliation feature by the trade unions and especially the delay aspect associated with the use of a department officer and a three-man board in a timed sequence. Many pages are given to discussion of this matter, including practical suggestions for amendment by people experienced with the operation of the legislation. Mindful of the long history of compulsory investigation and conciliation in Canada, a plea is made for the worth of the instrument

*per se*, but flexibility is advocated, especially with respect to the use of boards as a second stage, through a responsibility seriously exercised by the Minister in determining the whether or no of its appointment. This attitude of appreciation of conciliation is in line with the position taken elsewhere, where it was found that the Trades and Labour Congress of Canada, decades earlier, was swaying in its attitude to the older Industrial Disputes Investigation Act according to the condition of a rising or a falling price trend<sup>(1)</sup>.

<sup>(1)</sup> Cf. *Trade Unions in Canada*, Toronto—MacMillan, 1948, pp. 450-53.

# 88th Annual Trades Union Congress

Delegates representing 180 unions with 8 $\frac{1}{4}$  million members unanimously reject Government's plea for wage restraint; by large majority adopt resolution welcoming automation if union members' interests protected

The Trades Union Congress met at Brighton, September 3-7, for its 88th annual meeting. One thousand delegates, representing some 180 unions and 8,260,000 members, attended.

Among the 89 resolutions submitted by affiliated unions, those claiming chief attention dealt with the Government's appeal for restraint in wage demands, automation, the 40-hour work week and the Suez Canal crisis. A number dealt with problems within the movement.

Sir Thomas Williamson, General Secretary of the National Union of General and Municipal Workers, was elected Chairman of the General Council for the forthcoming year and President of next year's Congress. The 35 members of the General Council were returned to office.

## Presidential Address

Britain's economic position is the most important question facing Congress today, TUC President Wilfred Beard told the delegates. While he criticized government policy he added that invective is not enough and trade unionists must suggest a solution to the problem. He denied that wages were the cause of inflation.

Mr. Beard pointed up the need to ensure that workers who must change their jobs be paid fair compensation and be given ample time and opportunity to train for other occupations.

Discussing automation, he asked the delegates to view its advance without fear.

He called for free world trade, saying it would assist those industries which have experienced a recession and spoke optimistically on the consequences of a possible increase in trade with Russia.

Mr. Beard referred to the Congress' interest in education and of the intention to offer free education of all kinds to members of all affiliated unions.

On the economic situation, Mr. Beard said: "The most important question facing every one of us today is the economic position of this country. The future prospects of trade—the living standards and the economic stability that depend on them—are the concern of us all."

Dwindling demand for cars and similar products have caused short-time working and some unemployment, he said, but complaints and invective against the Government would not solve the problem. "As trade unionists, we cannot rage and storm about the cause of the crisis and then stay silent about suggesting a solution."

Recounting economic developments over recent years, he said Britain must produce to sell on quality and price and, in order to do this, there must be priorities. "We can hardly expect to have comparatively full employment in a completely free economy."

Planning is essential, Mr. Beard declared, saying he could not understand why planning, considered so necessary in war, is so neglected in peace.

If a worker has to change his job he should be told why and in good time. If he has to leave his firm he should in some cases be paid fair compensation "in line with previous service". If a displaced worker has to learn a new job he should have the time and opportunity to train for it. These are the elementary principles of industrial decency that must be put into common practice today, he concluded.

## Wage Restraint

Both the General Council and the Congress firmly rejected the Government's plea for wage restraint.

A resolution moved by the Transport and General Workers Union and formally supported by ten unions placed responsibility for recent inflationary trends on failure of the Government to maintain and improve the export trade. It alleged that the Government, by abandoning economic controls, had allowed the economy to drift and deprived itself of the most effective means of recovering control in a crisis.

Rejecting proposals to recover control by wage restraint, the resolution stated: "Congress asserts the right of labour to bargain on equal terms with capital and to use its bargaining strength to protect the workers from the dislocations of an unplanned economy."

The resolution warned the Government that major reliance on monetary controls cannot increase production where most needed but must inevitably lead to erratic markets and damage over wide fields of industry. In this "menacing" situation, it stated, "technological developments (including automation) must aggravate unemployment unless there is re-established the foundations of a planned economy."

It concluded with instructions to the General Council to make renewed representations to the Government for a return to a planned economy, based upon effective economic controls.

Before the resolution was debated, W. L. Heywood, chairman of the economic committee of the General Council, in a keynote speech opened the economic discussion.

He said the Government's policy of continued reliance on monetary instruments had had the foreseen results; there had been considerable redundancy and short-time working in many trades. "Was this the first ripple which was going to spread across the whole pool of employment?" he asked.

The country's economy got out of balance last year, partly because of an increase in personal consumption but mainly because of a large increase in investments in stocks and capital investment, Mr. Heywood asserted. This had produced balance-of-payments difficulties of a serious kind, about which something clearly had to be done. They did not, he said, criticize the Government for taking action but they did complain about the kind of action taken.

Measures adopted by the Government Mr. Heywood enumerated as reduction of investment in the nationalized industries, reduction of housing subsidies, increased purchase tax and increased rates of interest to be paid by local authorities raising loans. These measures proved ineffective, he continued, and in February the bank rate was further increased, hire-purchase regulations were stiffened and the bread and milk subsidies were cut. The total effect of these measures, said Mr. Heywood, had been most plainly exemplified by what had happened in the furniture trades and the radio and motor industries.

The General Council had protested against the Government's reliance on credit restriction, higher interest rates and raising of prices of essentials to limit personal consumption, he said. It had also objected in strong terms to the Government's refusal to impose building controls and import controls in order to reduce

In a warning directed primarily to the Trades Union Congress on the eve of its meeting, Chancellor of the Exchequer Harold Macmillan cautioned that Britain might be forced out of the first rank of industrial powers because of lack of foresight on the part of her people.

Mr. Macmillan quoted figures showing that since 1953 wages and industrial output in the United States and Germany had risen at about the same rate, while in Britain wages were rising twice as fast as output.

He disagreed with union assertions that wage claims were justified because of the decreased purchasing power of the pound sterling since 1951, stating that since that date retail prices had risen 24 per cent while wage rates had increased by 34 per cent and actual savings by about 40 per cent.

demand with the least possible dislocation to production and employment.

The General Council, said Mr. Heywood, had repeatedly pointed out the dangers of the monetary policy, one of which was that its effects could not be predicted. There were psychological factors on both management side and the trade union side. The expectations of management—whether they were hopeful or fearful—played a considerable part in creating the atmosphere in which business was conducted and in which future commitments were made. On the union side, many workers had begun to wonder whether the full employment of the last decade was merely an interlude and appeals for higher productivity were not readily heeded by men who feared redundancy.

On the suggestion that there should be wage restraint, he said: "The General Council warned the representatives of the Government that it was beyond our control and beyond the wit of anybody to devise measures which would prevent wage applications being submitted if prices continued to rise."

To call a wages standstill when prices are rising is out of the question, he concluded. It is the opinion of the General Council that wage applications should be considered prudently and sensibly in the light of all the facts.

The best answer to those who have assumed that the unions would act recklessly is to point to the evidence of the last ten years. The unions have not used their power to the extent that they might have done, nor have they used it in an anti-social way.



Speaking briefly on the resolution, its mover, Frank Cousins of the Transport and General Workers, suggested disarmament as an alternative to wage restraint. The Government, he declared, could balance its budget by saving £150 millions on defence.

The resolution was accepted by acclamation following an announcement by President Wilfred Beard that it had the support of the General Council.

## Automation

By a four-to-one majority, the Congress accepted the advice of the General Council to welcome automation but to do so with caution.

Two composite resolutions were presented. The first, endorsed by the General Council and sponsored by most of the largest unions, was adopted. It expressed belief that the introduction of automation into industry and commerce provides the possibility of better living standards and greater leisure.

Congress, the resolution stated, was not opposed to automation developments, which it recognized as inevitable, but was resolved that the interests of trade union members be safeguarded against "any ruthless application of automation by employers".

Among the safeguards it called for were joint consultation well in advance where automation is contemplated or to be applied, fullest consideration to be given to recruitment and training policies and avoidance of redundancy, adequate maintenance for displaced workers, and that the wages and conditions of workers in occupations not easily converted to automatic processes should not lag behind those in manufacturing.

The resolution also required that any economic benefits achieved through automatic processes should be passed on in the form of lower prices.

The alternative resolution, sponsored by the Association of Supervisory Staffs, Executives and Technicians, demanded a "permanent commission or national planning board for automation, under the control of a responsible minister". It found few supporters and was rejected by a large majority.

Control of automation, many delegates considered, is not something which can be left safely in the hands of civil servants but is the union's business and they certainly want to have a hand in it.

In introducing the subject, James Crawford, President of the Boot and Shoe

Operatives, who spoke for the General Council, said that until a clearer picture of automation emerges the TUC could only watch the trends in technological change and keep them under continuous review.

Much, he said, had been made of the changes in psychological attitude that would be required but every mechanical advance in history had needed that and the adjustment had been made.

As to the effect of automation on the labour force, he did not think redeployment of labour on a massive scale was possible because in fields where control-engineering is practical there is no massive employment of labour. It might be that there is a greater threat to non-manual workers, in offices for instance, if computing machines could be custombuilt without to heavy a capital risk.

Machine tools controlled by computers were also an established fact, said Mr. Crawford, and their growth in the future is a simple matter of economics.

It is a tripartite responsibility of government, employers and unions to see that these changes are brought about smoothly. "We trade unionists are in favour of technical change but we want conditions for other people to be as good during the change-over as can be managed by skilled negotiators." The Government should take responsibility and should re-examine its present policy. It should put new emphasis on technical training.

As he saw it, the union's greatest difficulty would most likely be with those employers who did not fully appreciate the need for joint consultation. His suggestion to employers would be to narrow the field in which problems could arise by bringing as many workers as possible within formalized agreements.

Unions, said Mr. Crawford, should be consulted as soon as technical changes are contemplated and not just a week before layoffs. "We will co-operate fully if we are brought in on the ground floor," he said.

## Shorter Work Week

By a small majority, the Congress pledged itself to support efforts by unions to reduce the length of the work week.

The motion, moved by the Blacksmiths, Forge and Smithy Workers representative and carried by a vote of 4,209,000 to 3,683,000, stated:

Congress confirms its support for the 40-hour week and considers that the time is now opportune to achieve it. Congress will support efforts by affiliated organizations tending to shorten the working week.

The Archbishop of Canterbury, Dr. Fisher, urged delegates to the Trades Union Congress to work for peace, partnership and human dignity in industry.

In a sermon at St. Peter's Church he emphasized the need for new attitudes to meet modern developments.

"Industry," said Dr. Fisher, "is a kind of atom bomb, tending to disrupt society." How far, he asked, does industry make those engaged in it happy in their community life and contented in themselves? Men can only attain and keep their personal and social integrity and self-respect by putting their hearts, along with their minds and bodies, into their work. Here, he warned, lies the real danger of automation:

"It limits still more the range in which a man can exercise his own initiative and craftsmanship and personal effort, which are what really give men satisfaction and happiness. Everything is too big for a true interplay of human interests and understanding and fellowship to keep it wholesome."

The constant pursuit of greater efficiency in industry, Dr. Fisher continued, encourages "not pride of performance but impoverishment of personality," and breeds "if not irresponsibility and impatience, at least a kind of moral inertia." This, he said, is reflected in a general restlessness and discontent.

"Since the industrial machine must from its own nature become more and more unhuman and impersonal, men must increase their moral stature in the field of personal expression. As management and the machine and automation increase their impersonal functions, all engaged in industry must achieve new heights of personal trust in one another, team work and charity."

The moral challenge, Dr. Fisher declared, is to abolish all that impairs the efficiency, the partnership and the integrity of those engaged in industry. "God is, as I think, compelling men in this and other fields to make now a fateful choice between life and death."

Referring to earlier industrial history, the Archbishop said that while there was much that was great and gallant in the rebellion against "industrial imperialism," times have changed; in industry, as in international politics, the appeal should no longer be to force against force but to reason against reason.

"We shall agree that in industrial affairs the language is too much the language of war, the appeal too readily the appeal to drastic action... In such an atmosphere partnership finds it hard to flourish, efficiency and pride in the work suffers, and charity finds few friends."

This was a defeat for the General Council, which had asked for its rejection.

Frank Cousins, the new General Secretary of the Transport and General Workers, speaking for the General Council, said the Council was not opposed to the principle of the 40-hour week but was opposing the wording of the motion. Congress would be stupid in the extreme, he said, if it let itself give the impression to the public and to union members that unions should go out and get what they could and that if they failed the TUC would get it for them.

Replying, the mover of the motion said that when the unions went to the employers demanding shorter hours, they were told that the time was not opportune. When they were busy, they said they could not afford the loss of production involved, and when they were slack they said they could not afford the money. "We say that the time is opportune... Today we have a high level of employment in industry; tomorrow we may not have it... If we

had the support of Congress I am sure it would strengthen our hands in negotiating with the employers."

### Suez Canal Crisis

The Congress declared its attitude to the Suez Canal issue by carrying unanimously and with shouts of acclamation a General Council emergency motion that if the Cairo talks broke down force should not be used until the question has been referred to the United Nations, and then with its consent.

The motion also suggested that the Egyptian Government should recognize world needs as being above national sovereignty.

An amendment demanding the immediate recall of Parliament to discuss the situation fully was accepted by the Council. Half an hour later, Congress learned that Parliament had been recalled September 12.

A motion calling for the withdrawal of troops from the Island of Cyprus was defeated. Sir Vincent Tewson, the General

Secretary, said Congress could not really be "so irresponsible" as to demand the withdrawal of troops.

### Canadian Fraternal Delegate

"The Canadian Labour Congress is proving itself a natural successor to the Canadian Labour organizations of the past," A. R. Mosher, CLC Honorary President and fraternal delegate, told the Congress.

Mr. Mosher outlined the steps leading to the restoration of unity in the Canadian labour movement and the success which had followed.

"We feel that we may anticipate that the progress of the Canadian labour movement will be expedited, and that all its activities will become more effective as a result of the merger," he said. "We have not reached in Canada anything like the degree of organization you have here in Great Britain; and there is a large field, especially of white-collar workers, agricultural workers and others, who have never been organized. These groups constitute a challenge and an opportunity for the new Congress, and we propose to do everything within our power to bring within the ranks of organized labour all those who can benefit.

"With over a million members, the prestige and influence of the new Congress will be much stronger than that of the national labour centres it succeeded and, both in the fields of organization and in the promotion of favourable legislation, we are confident that it will be able to promote the welfare of the workers of Canada on a wide scale; and, through the ICFTU, of other countries as well. We are particularly anxious to do everything we can to assist the industrially underdeveloped nations of the world."

### AFL-CIO Fraternal Delegate

William F. Schnitzler, fraternal delegate from the AFL-CIO, directed most of his speech to an attack on Russian policy and "totalitarianism" in communist countries. "We do not minimize the terrific brute force of totalitarian tyranny," he said.

Referring to the Poznan riots, Mr. Schnitzler said: "It is up to us of the free world labour movement to translate

our unity of vital purpose into practical international solidarity. We can render the highest service to human freedom by encouraging and assisting those fighting for it under conditions of oppression and captivity. By the same token, we of the international free trade union movement must never encourage or aid those who deny others the basic human rights we enjoy."

### International Trade Union Relations

Following a heated debate, a motion calling for "consideration of the relationship between the International Confederation of Free Trade Unions and the World Federation of Trade Unions" was defeated on a card vote by 6,052,000 to 1,922,000. "In view of recent developments in the Soviet Union the time is now opportune," the motion stated, "and many matters of common interest could be resolved by discussion between the two organizations."

General Secretary Sir Vincent Tewson, in a preliminary statement, said the Council wished to repeat its warning about the WFTU. In the past, the TUC had repeatedly refused to associate with the WFTU or with people who were not free to negotiate, he said. The Council would insist that Congress should draw this distinction because only thus would it remain loyal to its own ideas and to the ICFTU.

Also defeated were two resolutions, one suggesting an approach to the Soviet Union with a view to closer relations and the other that a TUC study team visit Russian industries on a reciprocal basis.

### National Service and Disarmament

A resolution calling for a reduction in the present two-year period of compulsory national service was carried unanimously. The motion also urged the Government to press for disarmament through the United Nations.

A motion from the Tobacco Workers calling for further discussions between heads of states on disarmament, and immediate cessation of all tests of hydrogen and atomic bombs and prohibition of their manufacture, was carried without discussion.

---

Extension of the five-day, 40-hour week to all Department of Veterans Affairs hospitals and institutions on the same basis now in effect in those institutions

in British Columbia, at Col. Belcher Hospital in Calgary and at Camp Hill Hospital in Halifax was announced last month.



# Alberta Provincial Federations Merge at Edmonton Conventions

Former TLC body, Alberta Federation of Labour, and former CCL group, Industrial Federation of Labour of Alberta, unite in 35,000-member organization, first provincial federations to complete amalgamation

Alberta's two labour federations joined forces at a merger convention held in Edmonton from September 18 to 20. The new federation will be known as the Alberta Federation of Labour.

The merger is the first to be completed by provincial bodies.

The merging of the old Alberta Federation of Labour (TLC) with the Industrial Federation of Labour of Alberta (CCL) gives a combined membership of nearly 35,000 to the new organization. About 350 delegates attended the convention.

Charles Gilbert, Secretary of the old Alberta Federation of Labour, was elected President of the new AFL by acclamation.

Under the terms of the merger agreement, the AFL was to select the president, first vice-president and three of the six regional vice-presidents for the new organization, with the IFLA selecting the secretary-treasurer and the other three regional vice-presidents.

The two federations at separate meetings on September 17 ratified the merger agreement and elected their officers to the new body.

Besides the president, the old AFL elected David Erickson of Edmonton as First Vice-president. For regional vice-presidents it chose Joe Braun of Edmonton, Dave Cooper of Lethbridge and Frank Bodie of Calgary.

The IFLA elected its President, Jack Hampson of Calgary, as Secretary-Treasurer and Robert Atkin of Edmonton, L. M. Messmer of Medicine Hat, and John Montgomery as regional vice-presidents.

## Constitution

During the debate on the constitution, delegates from craft unions pressed for amendments which would give building trades councils continued representation at AFL conventions.

Robert Scott, retiring President of the old AFL, pointed out that building trades councils, which are chartered by the American Federation of Labour, cannot be represented unless they are affiliated

with the Canadian Labour Congress. Certain sections of the constitution which were not amendable stated organizations seeking AFL representation must be chartered or affiliated with the Canadian Congress of Labour, he reminded the delegates.

Doug Murdoch, President of the Calgary Building Trades Council, said Alberta and British Columbia councils recently rejected an invitation to affiliate with a new building trades department within the CLC.

Jurisdictional disputes are referred to the AFL-CIO department and until important differences between craft and industrial unions are successfully resolved in the United States, he doubted Canadian building councils would give the CLC power to settle their jurisdictional disputes.

However, CLC affiliation would likely be sought in the future, he said, and he did not think it was fair to unseat building councils during this waiting period.

"By throwing the building trades council out of the window, you are throwing something important out of the trade union movement."

Secretary-Treasurer Jack Hampson said industrial unions, like craft unions, have special problems. If building councils are to have special representation, then industrial unions would probably take advantage of their right to establish metropolitan and provincial councils in order to obtain additional representation.

Roy Jamha, Edmonton, warned that such a move by either craft or industrial unions could result in a scramble for dual representation, with provincial councils sprouting up all over the place.

The convention gave unanimous approval to sections of the constitution outlawing Communist and totalitarian organizations from membership.

## Resolutions

The convention dealt with 94 resolutions.

A number of resolutions dealt with the Apprenticeship Act and called for higher allowances for apprentices while attending

trade school, tighter enforcement of existing regulations, and the establishment of a technical training institute in Edmonton similar to the one in Calgary.

Because of lax enforcement of safety rules construction men were losing their lives needlessly, was a charge laid during discussion on safety resolutions. Delegates from Calgary and Edmonton said men laying sewers and water mains are not given proper protection in performing their dangerous tasks.

Business agent for the Edmonton Civic Workers Union, Malcolm Ainsley said antiquated regulations were to blame for four deaths in Edmonton. He said his union would press for a judicial inquiry into a cave-in accident which resulted recently in the amputation of a man's leg.

He charged that the safety department of the Workmen's Compensation Board is not enforcing existing regulations.

Patrick Lenihan, President of the Calgary Civic Workers Union, called for compulsory shoring of ditches after the depth of three feet has been reached. Other delegates opposed a proposal for inspection of all trenching and excavating jobs by each municipality. They contended this would improperly relieve the Workmen's Compensation Board of its responsibility in enforcing safety regulations.

Delegates did call for severe penalties for infractions of the Act, responsibility for adherence to the Act to be placed on the contractor in charge of the job, and the appointment of more inspectors.

Main amendments sought in the Alberta Labour Act were institution of 40-hour week with same take-home pay and union shop conditions in all plants where 66 per cent of employees vote for union security.

Members of the International Brotherhood of Electrical Workers working in the telephone field asked delegates to favour the Rand Formula. They said members of their union working for the provincial government would like to incorporate the Rand Formula in their next contract. Their efforts to win the union shop in previous negotiations had failed.

M. O. Charleton, Calgary Carpenters' Union, said the Federation should press for the union shop, which gave a greater measure of protection to employees than the Rand Formula.

A resolution that employers be required to accept a provincial government conciliation board award within 14 days of the award being handed down was referred to the new executive.

William Gray of Edmonton said he was the only member of the committee considering the resolution who would not agree to it.

"There is enough in that resolution to give the government confidence to bring in compulsory arbitration," he said. "The one thing we must protest right down to the *nth* degree is our right to go on strike."

Replying to this view, retiring AFL President Robert Scott said compulsory arbitration was not implied in the resolution. "The vast majority of strikes in Alberta in recent years have resulted from attempts to get only what the arbitration board has awarded. Labour economists tell me that this would be one of the greatest gains ever made by Labour on the North American continent."

Mr. Hampson criticized the resolution, saying it expressed the presumption that all awards by the boards would be in favour of labour. The adoption of the motion "would be one of the worst things we could do". He suggested instead that when awards are accepted, they be retroactive to the date the last contract expired.

Neil Reimer, a CLC Vice-president, said that the provincial government recognizes "company" unions, in a number of cases, through their registration under the Societies Act. A resolution was adopted asking that the Labour Act define a trade union as an "international, national, or provincial organization of employees, or a local branch chartered by and in good standing with such an organization".

One resolution asked that all contracts issued by the provincial government contain a provision that wages and conditions be fair, and in line with prevailing rates for similar work in the area.

"There is a trend on the part of some contractors to underbid on public construction and road building programs," the resolution said. "These contractors can only meet their contract obligations by using cheaper labour and unfair labour practices. This constitutes unfair business competition against fair employers."

One resolution adopted requested that no exemptions be made to the Hours of Work Act without "mutual consent of all interested parties". An Edmonton delegate said employers can be granted exemptions by the Government so often as to make the Act ineffective in many cases.

Other resolutions adopted requested that:

All employees receive federal, provincial and civic holidays without loss of pay, because many paid on an hourly basis do not receive pay for holidays.

Two subsequent calendar days a week be given over to rest. Mr. Reimer said that under the present requirements of a 24-hour rest period a week, employers could, and some do, meet this obligation and still work shift workers every day of the week by advancing them one shift weekly.

Temporary construction camps be inspected by a health officer at least once a month.

The Highway Traffic Act be amended to forbid a truck driver from operating his vehicle more than 10 hours without taking an eight-hour rest, and the Government set up registering points across the province to keep track of driving hours.

Unemployment insurance benefits be increased to 75 per cent of regular income, and contributions to the fund adjusted to make this possible, and that the Act cover all workers, whether paid hourly, weekly, monthly, or on a commission basis.

The provincial Government set up a contributory pension plan available to all workers in Alberta.

Federal old-age pensions be increased to \$75 a month, and the age be reduced to 65 years for males and 60 for females.

Other resolutions approved by the convention called for:

A compulsory auto accident insurance scheme at cost; a comprehensive provincial works program for the winter months; the elimination of property ownership requirements for any person standing for civic office; the early introduction of a comprehensive plan of national health insurance; the enactment of legislation to provide for national bargaining so that a union conducting negotiations with a chain would not be hampered by differences in provincial labour acts; the raising of the minimum wage in Alberta to at least \$1 per hour; and the establishment of a labour department with a labour minister.

### Premier E. C. Manning

Premier E. C. Manning, in his address to the Federation, branded as antiquated the idea that any group could achieve worthwhile goals by looking out for themselves.

Mankind, he said, had evolved a complex society since the days when the only law was the law of the jungle. Organized labour had played an important part in this evolution and could look back with

a great deal of pride in the way they had persevered despite great obstacles.

The merger was symbolic of the interest in one's fellow man which "gave birth to organized society as we know it today". He expressed the hope that "this historic occasion in the life of the labour movement" would result in further advances for members and for the people of the province as a whole.

### K. A. Pugh

K. A. Pugh, Chairman of the province's Board of Industrial Relations, noted that some workers on the 40-hour week are using the leisure time to take other employment, depriving someone else of work. "Let us be realistic. If Labour wants a 40-hour week, let Labour work a 40-hour week."

He indicated the provincial government would not be establishing the 40-hour five-day week at the present time.

Pointing out that the AFL-CIO convention recognized the desire of some unions in Canada for national autonomy, he said the day would come when many unions would disaffiliate from their parent organizations in the United States.

The Federation should look to the day when it will have its own house of labour from coast to coast, he said.

On the provincial scene, he said, the Board of Industrial Relations strives for co-operation from labour and management on the basis of being completely impartial.

Joint consultations with labour and management on the Alberta Labour Act set for the end of October would, he hoped, result in improvements in the legislation. He added that legislation is only enforceable when it is acceptable to society as a whole.

Mr. Pugh told the convention that while minimum rates of pay have not been raised to the level asked by Labour, they are the highest of any province in Canada.

### Political Action

That the new federation would take an "active part in municipal, provincial and federal elections" was approved by the delegates at the concluding session of the convention.

The Federation decided to set up a provincial political action committee and urged all locals and councils to set up similar committees.



# Industrial Fatalities in Canada

## during Second Quarter of 1956

Deaths from industrial accidents\* increased by 11 from the previous three-month period. Of the 280 fatalities in second quarter, largest number, 47, occurred in mining; logging recorded 44, construction 43

There were 280(1) industrial fatalities in Canada in the second quarter of 1956, according to the latest reports received by the Department of Labour. This is an increase of 11 fatalities from the previous quarter, in which 269 were recorded, including 21 in a supplementary list. In the second quarter last year 335 fatalities were listed.

During the second quarter there were two accidents that resulted in the deaths of three or more persons in each case. On May 15, at Orleans, Ont., a priest, five nuns and a laywoman cook were killed when a plane crashed into a rest home operated by a religious order. In all, 15 persons lost their lives in this disaster but only those who were members of the staff of the institution are included in these statistics. At Garson Mine, Ont., three miners were crushed to death on May 16 when the roof of the mine in which they were working collapsed.

Grouped by industries (see chart p. 1265), the largest number, 47, was recorded in mining. This includes 32 in metalliferous mining, 10 in coal mining and five in non-metallic mineral mining. In April, May and June last year 38 fatalities were reported, including 22 in metalliferous mining, 11 in non-metallic mineral mining and five in coal mining. During the first quarter of this year 49 fatalities were listed: 32 in metalliferous mining, nine in non-metallic mining and eight in coal mining.

In the logging industry 44 workers died as a result of accidents during the second quarter of 1956, an increase of four from the 40 reported in the previous three months. During the second quarter last year 42 employees lost their lives in the logging industry.

\*See Tables H-1 and H-2 at back of book.

(1)The number of industrial fatalities that occurred during the second quarter of 1956 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures as shown include 77 fatalities for which no official reports have been received.

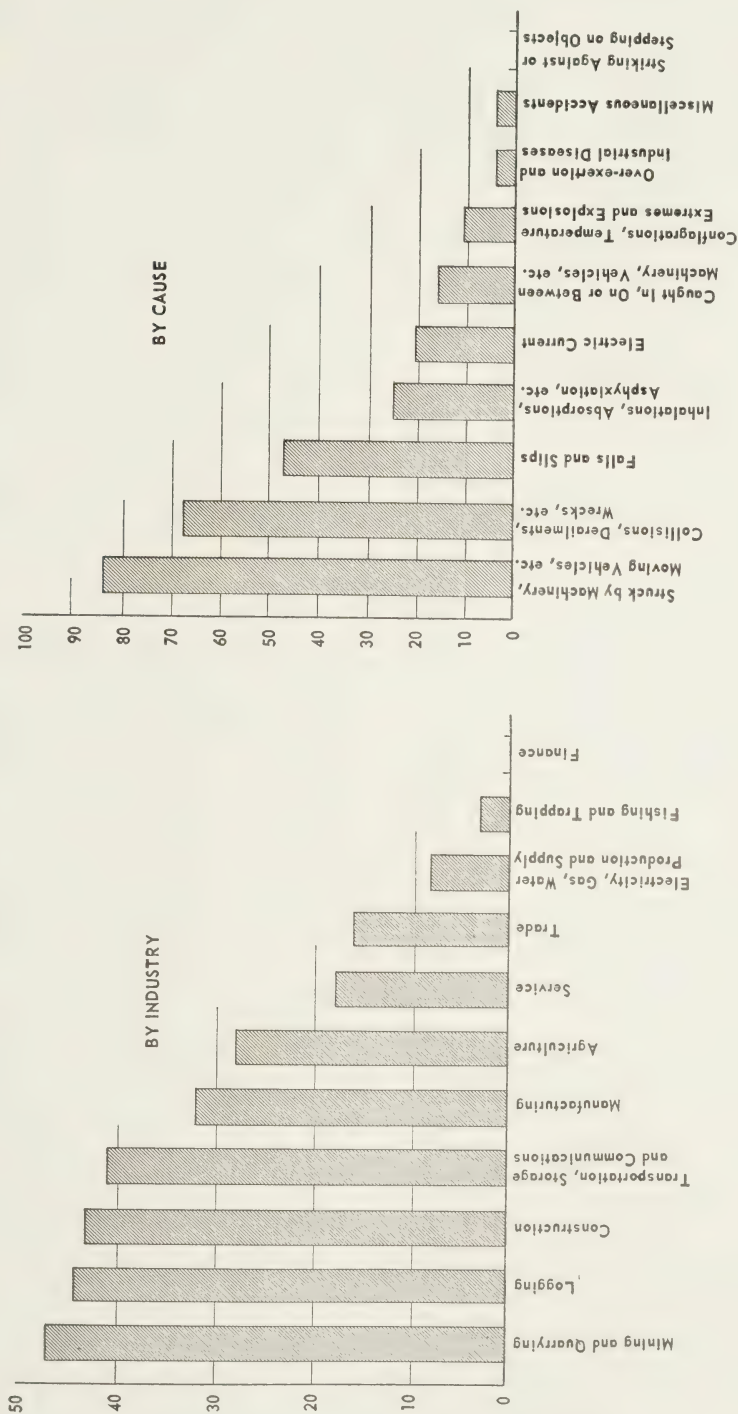
Accidents in the construction industry were responsible for 43 deaths. Of these, 16 occurred in buildings and structures, 15 in highway and bridge construction and 12 in miscellaneous construction. In the same period last year 64 fatalities were recorded in this industry, including 23 in buildings and structures, 21 in highway and bridge construction and 20 in miscellaneous construction. Accidents in this industry in January, February and March 1956 accounted for a total of 40 deaths. These include 24 in buildings and structures, nine in miscellaneous construction and seven in highway and bridge construction.

During the quarter, accidents in the transportation industry were responsible for the deaths of 41 persons: 14 in steam railways, 12 in local and highway transportation and seven in water transportation. For the same period in 1955, 59 deaths were reported: 22 in steam railways, 13 in water transportation, 12 in air transportation and 11 in local and highway transportation. Work injuries in this

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

# INDUSTRIAL FATALITIES IN CANADA Second Quarter of 1956



Source: Economics and Research Branch, Department of Labour.

industry in the first three months of this year were responsible for 46 deaths: 24 in steam railways, 11 in local and highway transportation and eight in air transportation.

In the manufacturing group, industrial injuries accounted for 32 of the total fatalities reported. Of these, eight occurred in food and beverages, six in transportation equipment and four in wood products. In the corresponding period last year 45 fatalities were listed, including 12 in iron and steel, 11 in wood products and seven in transportation equipment. Accidents in manufacturing in the first quarter of 1956 cost the lives of 56 persons: 19 in wood products, eight in iron and steel and six in each of the food and beverages and transportation equipment groups.

There were 28 industrial fatalities in agriculture during the quarter under review, an increase of 17 from the previous three months, in which 11 were reported. During the second quarter last year acci-

dents in agriculture resulted in the deaths of 32 workers.

An analysis of the causes (see chart p. 1265) of these 280 fatalities shows that 84 (30 per cent) of the victims had been "struck by tools, machinery, moving vehicles or other objects". Within this group the largest number of deaths was caused by falling trees or limbs (15), miscellaneous (10), and objects being hoisted or conveyed (9). In the classification "collisions, derailments, wrecks, etc.", 68 fatalities were recorded. These included 30 as a result of automobile or truck accidents, 19 tractor or loadmobile accidents and seven involving watercraft. "Falls and slips" were responsible for 47 fatalities during the period; 46 of the falls were to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 110. In British Columbia there were 65 and in Quebec 39.

During the quarter, there were 68 fatalities in April, 125 in May and 87 in June.

---

## Severance Pay Ruled Bar to Jobless Benefits

Receipt of severance pay was recently ruled by the Massachusetts Supreme Judicial Court to be a bar to getting state unemployment compensation, while a contrary decision with regard to similar payments was made by courts in Colorado and Oregon. The differing decisions were based partly on the difference in wording between the relevant acts of the states in question.

The Massachusetts law states that unemployment compensation may not be paid to a claimant for any week in which he receives "compensation," which is expressly defined as including severance payments, dismissal pay, or vacation allowances. The claimant in the case had received all three forms of payment.

The Colorado law states that a person is eligible for unemployment compensation for any week in which he performs no service and receives no wages. But in the definition of wages the act expressly excludes "dismissal payments which the

employer is not legally required to make". The court held that receipt of severance payments did not disqualify for unemployment compensation because such payments had been earned before discharge. In support of this view it cited the fact that severance payments were due to a former employee's survivors in case of his death.

In the Oregon case, the employer had voluntarily given severance pay to his employees when he closed down his plant. The union contract had not required him to make such payments. Although the state law disqualified a claimant for benefits "for any week with respect to which he is receiving or has received remuneration in the form of wages in lieu of notice or as a dismissal or separation allowance," the court decided that the payment made by the employer in the case was a gratuitous bonus, the receipt of which did not constitute a disqualification under the act. It was rather, the court said, a reward for years of prior service.

---

## U.S. Employment in September Sets Record for Month

September employment in the United States, at 66,071,000, set a record for that month, the U.S. Department of Commerce has announced. There was a seasonal dip of 700,000 from the August figure.

The same seasonal forces, involving the withdrawal from the labour market of students seeking summer work, also affected unemployment totals, which in September fell to about 2,000,000, a drop of 200,000 from August.



## 50 Years Ago this Month

Reports of three conventions held in September show that immigration, technical education and political action were subjects of concern to labour groups. CMA called attention to shortage of skilled labour

Reports of three conventions were given in the *LABOUR GAZETTE* of October 1906. The 22nd annual convention of the Trades and Labour Congress of Canada opened at Victoria, B.C., on September 17; the fourth annual meeting of the National Trades and Labour Congress of Canada was convened at Saint John, N.B., on September 12; and the 35th annual meeting of the Canadian Manufacturers' Association began in Winnipeg on the same day as the TLC convention opened in Victoria.

It was reported that 92 delegates were entitled to sit at the TLC convention, of which 25 represented 12 Trades and Labour Councils and 66 represented 60 trade unions, with one fraternal delegate from the American Federation of Labor.

The Executive Committee's report referred, among other things, to the retirement of Canada's first Minister of Labour, Sir William Mulock, expressing regret and speaking with appreciation of his work for labour. The strike of members of the International Typographical Union for an 8-hour day was mentioned with the reminder that success of the printers would benefit every trade.

The Winnipeg Employing Printers were condemned for bringing English printers to Canada, under false representations, to act as strikebreakers.

The combined efforts of the Congress and the Canadian Manufacturers' Association to induce the Dominion Government to take up the matter of technical education were referred to, and satisfaction was expressed at the establishment of a new technical school in Toronto.

The admission of Japanese and Hindu immigrants to Canada, particularly into British Columbia, was deplored by the committee; restrictions against the entry of Chinese immigrants were recommended.

Four resolutions on the subject of an eight-hour day were adopted. One of these asked for legislation, while three sought to have the system adopted on certain government work.

The work of the Department of Labour was commended in another resolution, and

the creation of separate portfolio for a minister of labour was asked for.

Seven resolutions regarding political action were referred to the committee on resolutions, and the committee in its report recommended:

That this congress endorse the idea of sending representatives of labour to Parliament and to the local legislatures for the direct purpose of conserving the interests of the working people of this country.

In the report of the Executive Committee of the National Trades and Labour Congress of Canada to the annual meeting at Saint John, it was stated that the congress comprised more than 50 organizations with a membership exceeding 20,000.

Resolutions adopted by the meeting called upon the Government to:—

Stop the immigration of skilled mechanics, and allow only agricultural immigrants to enter the country.

Increase the duty on boots and shoes imported from the United States.

Require copies of the law against the employment of children in factories to be posted in conspicuous places.

In the report of the parliamentary committee at the convention of the Canadian Manufacturers' Association in Winnipeg it was mentioned that, in the words of the *LABOUR GAZETTE*, "it had not been necessary to oppose any demands on the part of organized labour for federal legislation".

The committee's report also said that the principle of not discriminating against competent non-union workmen had made headway.

The greatest need of manufacturers at that time, the committee said, was for skilled help, and the encouragement of the immigration of artisans and the establishment of a thorough system of technical education by the government were advocated.

The report of the technical education committee asked the Dominion Government to appoint a commission to consider the needs of the country regarding technical education and the means by which those needs could best be met.

# International Labour Organization

## Delegates Named to ILO Meetings

Members of Canadian delegations to Preparatory Technical Maritime Conference in London, England, and to the sixth regional conference of American state members of the ILO, at Havana, Cuba, are announced

The Canadian delegation to the Preparatory Technical Maritime Conference on the International Labour Organization in London, England, from September 19 to October 2 has been announced.

Head of the delegation and Government Delegate is Capt. G. L. C. Johnson, Assistant Chief, Nautical Division, Marine Services, Department of Transport, Ottawa. Employer Delegate is A. L. MacCallum, General Manager, Shipping Federation of Canada, Montreal, and Worker Delegate is Lloyd Abbott, Canadian Brotherhood of Railway Employees and Other Transport Workers, North Sydney, N.S.

The conference was authorized by the ILO Governing Body at its 130th session (November 1955) for the purpose of preparing for a Maritime Session of the International Labour Conference (41st session) to be held early in 1958.

The agenda of the Preparatory Conference is as follows:

1. General revision of the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949, (No. 93).
2. Engagement of seafarers through regularly established employment offices.
3. Flag transfer in relation to social conditions and safety.
4. Contents of medicine chests on board ship and medical advice by radio to ships at sea.
5. Jurisdiction over the suspension of officers' certificates of competency.
6. Reciprocal or international recognition of seafarers' national identity cards.

The conference will bring together employer, worker and government delegates from 21 countries. Invited to the London meeting are the following countries: Argentina, Australia, Belgium, Canada, Chile, China (Taiwan), Denmark, Finland, France, Greece, Federal Republic of Germany, India, Italy, Japan, Netherlands, Norway, Pakistan, Portugal, Sweden, United Kingdom, United States.

A report on jurisdiction over the suspension of ships' officers' certificates of

competency in the event of collision, prepared for the conference, deals with international and national law as to who has the right to take action affecting the certificates when ships' officers become involved in an incident of navigation.

In a draft resolution which will be considered by the conference, it is suggested that "the authorities of the state which has issued a competency certificate are alone competent to suspend or withdraw it". This principle has recently been reaffirmed by the International Law Commission in the course of its study on the law at sea.

If a state has jurisdiction over an incident of navigation and considers that action should be taken in respect to the "right to navigate of an officer certificated by another state", the resolution says that it should be left to the state issuing the certificate to decide whether to take action.

### Havana Conference


Dr. G. V. Haythorne, Assistant Deputy Minister of Labour, headed the Canadian delegation to the sixth regional conference of American state members of the ILO held in Havana September 3 to 15. Government advisers were J. D. Love of the Department's Labour-Management Research Division, Economics and Research Branch, and T. H. W. Read, Second Secretary and Consul at the Canadian Embassy, Havana.

The Employer Delegate was H. McD. Sparks, Vice-president of Industrial and Public Relations, Northern Electric Co., Limited, Montreal, and the Worker Delegate, F. W. Dowling, Vice-president in Canada of the United Packinghouse Workers of America.

The agenda was as follows:

1. Report of ILO Director General David A. Morse, outlining social aspects of the economic development of American countries; workers' education; workers'

*(Continued on page 1285)*



# TEAMWORK in INDUSTRY

The basic idea underlying the labour-management relationship at Yarrows Limited, Esquimalt, B.C., has been expressed as follows: "No business or industrial concern can get along without new ideas, and Yarrows is no exception." At Yarrows, as at many other companies, realization of the need for a more flexible communication system between management and employees led to the establishment of a labour-management production committee. The committee is part of an over-all industrial relations program and joint consultation is one facet of the company motto, "Yarrows is a good place to work." During the past four years the labour-management committee has grown and matured considerably. It has followed a pattern of cautious hesitancy followed by a period of labour-management wariness, and then a mutual realization that co-operation through consultation is a good way to establish effective labour-management communication.

Employees and management agree that everyone concerned appreciates the possibilities the committee affords, and the extent to which it has carried out its intended functions. First, it has provided an excellent information centre, and, second, it is helping materially to consolidate labour-management relations gains in the yard.

Speaking as a management member of the committee, John Wallace, Yard Superintendent, has said that an over-all policy of good labour-management relations is essential for a business to be prosperous and profitable for all involved in its operation. And in this connection he has pointed out that the very highest calibre of labour and management representatives are needed to get the best results from the operation of a labour-management committee.

\* \* \*

The primary objective of the works council at Richard Thomas and Baldwins Limited, England, is "to provide a means of joint consultation by management and work people of the various problems that arise in the day-to-day running of the plant, in order to increase the efficiency of production".

Joint consultation through a labour-management committee has proved helpful in improving relations and obtaining a greater degree of co-operation at Eastern Steel Products Limited, Preston, Ont. This committee was formed as the result of an agreement between Local 2904, United Steelworkers of America, and the company.

The direct outcome of this agreement has been seen in improved understanding of plant problems and closer labour-management co-operation.

Particularly notable is the committee's encouragement of employees' suggestions and ideas. These have generally helped to improve operating methods in the plant, and have ranged through all phases of production. As a result, there have been better handling and savings in materials, reduced machinery time, and other improvements.

\* \* \*

The Winnipeg plant of Drewrys Limited has recently been awarded the annual Dominion Brewers' Association Safety Award for the greatest safety record improvement among Canada's larger breweries.

The plant has a comprehensive labour-management safety program operated through a plant safety committee which meets each month.

Speaking of the plant's achievement in winning the safety shield, Assistant Manager R. R. Fultz has said: "They (the safety committee) also set a fine example in the plant to other employees, and because membership in the committee is turned over annually, in a few years we will have a great many employees who have served on the safety committee."

In recognition of the award, a special luncheon was held at the plant and the shield was presented to the chairman of the safety committee by the plant manager, who expressed his "personal appreciation, not only to the safety committee but to every member of the staff, as without the co-operation of everyone the winning of the award would have been impossible".

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.



# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August. The Board issued seven certificates designating bargaining agents, rejected three applications for certification and ordered three representation votes. During the month, the Board received nine applications for certification and allowed the withdrawal of four applications.

### Applications for Certification Granted

1. National Association of Marine Engineers of Canada, Inc., District No. 4, on behalf of a unit of marine engineers employed by the Northern Transportation Company Limited, Edmonton, throughout the MacKenzie River watershed (L.G., Sept., p. 1134).

2. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of Cadwell Marine Limited, Niagara Falls, Ont., employed aboard the dredge *C. W. Cadwell* (L.G., Sept., p. 1134).

3. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees employed by The Valley Camp Coal Company of Canada, Limited, Toronto, aboard the vessel *SS Valley Camp* (L.G., Sept., p. 1135).

4. International Association of Machinists, on behalf of a unit of equipment maintenance and warehouse and stores department employees of Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (L.G., Sept., p. 1135).

5. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of the Packers Steamship Company Limited, Vancouver, employed aboard vessels while engaged in the freight service operations of the Company (see below).

6. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees employed by Shell Canadian Tankers, Limited, Toronto, aboard the vessel *MV Western Shell* (see below).

7. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by the Quebec and Ontario

Transportation Company Limited, Montreal, aboard vessels operated by the Company (see below).

### Applications Rejected

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen Helpers of America, Local No. 514, applicant, and John F. Phair, mail contractor, Edmonton, Alta., respondent. The application was rejected for the reason that the Board considered that the persons who constituted the proposed bargaining unit were subcontractors and were not employees of the respondent within the meaning of the Industrial Relations and Disputes Investigation Act and that, therefore, the Board had no jurisdiction to deal with the application (L.G., May, p. 540).

2. International Longshoremen's and Warehousemen's Union, Local 503, applicant, and the Elk Falls Company Limited, Duncan Bay, Vancouver Island, B.C., respondent. The application was rejected because the proposed unit was not considered by the Board to be appropriate for collective bargaining (L.G., Sept., p. 1134).

3. Seafarers' International Union of North America, Canadian District, applicant, and Eastboard Shipping Limited, Toronto, respondent. The application was rejected because the applicant did not have a majority of the employees in the proposed bargaining unit as members in good standing (see below).

### Representation Votes Ordered

1. National Association of Broadcast Employees and Technicians, applicant, and the Western Ontario Broadcasting Company Limited, Windsor, Ont., respondent (L.G., June, p. 683). (Returning Officer: F. J. Ainsborough).

2. Seafarers' International Union of North America, Canadian District, applicant, and the Hamilton Tug Boat Com-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

pany, Limited, Hamilton, Ont., respondent (L.G., Aug., p. 1024). (Returning Officer: H. Perkins).

3. Seafarers' International Union of North America, Canadian District, applicant, and the Canadian Pacific Railway Company (SS *Assiniboia* and SS *Keewatin*), respondent (see below). (Returning Officer: F. J. Ainsborough).

### Applications Withdrawn

1. Seafarers' International Union of North America, Canadian District, applicant, and the Federal Commerce and Navigation Company Limited, Montreal, respondent (L.G., Sept., p. 1134).

2. Oil, Chemical and Atomic Workers' International Union, applicant, and Harbour Services Limited, Vancouver, respondent (L.G., Sept., p. 1135).

3. Oil, Chemical and Atomic Workers' International Union, applicant, and Pacific Tanker Company, Limited, Vancouver, respondent (L.G., Sept., p. 1135).

4. Seafarers' International Union of North America, Canadian District, applicant, and Marine Industries Limited, Montreal, respondent (L.G., Sept., p. 1136).

### Applications for Certification Received

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of Canadian Pacific Railway Company, employed aboard the vessels SS *Assiniboia* and SS *Keewatin* (Investigating Officer: C. E. Poirier) (see above).

2. Seafarers' International Union of North America, Canadian District, on behalf of unlicensed employees employed

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

by Eastboard Shipping Limited, Montreal, aboard the vessel SS *Eastide* (Investigating Officer: F. J. Ainsborough (see above)).

3. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of Northland Navigation Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of Packers Steamship Company Limited, Vancouver (Investigating Officer: D. S. Tysoe) (see above).

5. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of Shell Canadian Tankers, Limited, Toronto, employed aboard MV *Western Shell* (Investigating Officer: D. S. Tysoe) (see above).

6. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Quebec and Ontario Transportation Company Limited, Montreal (Investigating Officer: C. E. Poirier) (see above).

7. Transport Drivers, Warehousemen and Helpers' Union, Local 106, on behalf of a unit of employees of Motorways (Quebec) Limited, Montreal (Investigating Officer: R. Trépanier).

8. Transport Drivers, Warehousemen and Helpers' Union, Local 106, on behalf of a unit of employees of Hill the Mover (Canada) Limited, Montreal (Investigating Officer: R. Trépanier).

9. Building Service Employees' International Union, Local 298, on behalf of a unit of cleaners employed by J. Herve Ravary, contractor, in the cleaning of buildings of the Canadian Broadcasting Corporation in Montreal (Investigating Officer: C. E. Poirier).

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Broadcasting Corporation, and Canadian Wire Service Guild (Local 213, American Newspaper Guild) (Conciliation Officer: F. J. Ainsborough).

2. Vancouver Hotel Company (Canadian National Railways-Canadian Pacific Railway Company), and International Union of Operating Engineers, Local 882; International Association of Machinists, Local 692; United Association of the Plumbing and Pipefitting Industry, Local 170; International Brotherhood of Electrical Workers, Local 213 (Conciliation Officer: G. R. Currie).

3. Dominion Coal Company Limited, Sydney, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: H. R. Pettigrove).

4. Radio Saguenay Limited (Station CKRS), Jonquiere, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Trépanier).

5. Canada Steamship Lines Limited (Montreal Terminals), and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier).

6. Minshull Storage and Van Lines, Halifax, and International Brotherhood of

Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 927 (Conciliation Officer: D. T. Cochrane).

7. Canadian Broadcasting Corporation (maintenance employees), and Association of Radio and Television Employees of Canada (Conciliation Officer: Bernard Wilson).

### Settlements Reported by Conciliation Officers

1. Atomic Energy of Canada Limited, Chalk River, and American Federation of Technical Engineers, Local 167 (Conciliation Officer: H. Perkins) (L.G., Sept., p. 1136).

2. British Columbia Telephone Company, and the Federation of Telephone Workers of British Columbia (clerical division) (Conciliation Officer: G. R. Currie) (L.G., Sept., p. 1136).

3. Canadian Broadcasting Corporation (maintenance employees), and Association of Radio and Television Employees of Canada (Conciliation Officer: Bernard Wilson) (see above).

### Conciliation Boards Appointed

1. Shawinigan Falls Broadcasting Company Limited, and St. Maurice Radio Employees' Union (Conciliation Officer: R. Trépanier) (L.G., June, p. 684).

2. Saguenay Terminals Limited, Port Alfred, and the National Syndicate of



Salaried Employees of Saguenay Terminals Limited (Conciliation Officer: R. Trépanier) (L.G., Aug., p. 1025).

3. Dominion Coal Company Limited, Sydney, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: H. R. Pettigrove) (see above).

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in June to deal with matters in dispute between Saguenay Terminals Limited, Port Alfred, and National Syndicate of Longshoremen of Ha! Ha! Bay, Inc. (L.G., Aug., p. 1025), was fully constituted in August with the appointment of the Hon. Mr. Justice J. Alfred Dion as Chairman. Mr. Justice Dion was appointed by the Minister on the joint recommendation of the other two members, Bernard Sarrazin, Montreal, and Marcel Pepin, Quebec, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in July to deal with the matters in dispute between the Eastern Canada Stevedoring Company Limited, Halifax, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Aug., p. 1025) was fully constituted in August with the appointment of His Honour Judge J. C. Reynolds, Kingston, as Chairman. Judge Reynolds was appointed by the Minister in the absence of a joint recommendation from the other two members, K. A. Wilson, QC, and Dr. J. Weldon, both of Montreal, who were previously appointed on the nomination of the Company and the Brotherhood respectively.

3. The Board of Conciliation and Investigation established in August to deal with matters in dispute between Saguenay Terminals Limited, Port Alfred, and the National Syndicate of Salaried Employees of Saguenay Terminals Limited (L.G., Aug., p. 1025) was fully constituted in August with the appointment of the Hon. Mr. Justice J. Alfred Dion as Chairman. Mr. Justice Dion was appointed by the Minister of the joint recommendation of the other two members, Bernard Sarrazin, Montreal, and Marcel Pepin, Quebec, who were previously appointed on the nomination of the company and union respectively.

### Board Reports Received during Month

1. La Tribune Ltée. (Radio Station CHLT), Sherbrooke, and Sherbrooke Printing Trades, Inc. (L.G., Apr., p. 415). The text of the report is reproduced below.

2. Canadian Pacific Railway Company, and Brotherhood of Railway Trainmen ((1) Yardmasters, Eastern, Prairie and Pacific Regions; (2) Yard foremen, helpers, switchtenders and car retarder operators, Eastern Region; (3) Conductors, baggagemen and brakemen, Eastern Region; (4) Conductors, baggagemen and trainmen, Prairie and Pacific Regions; (5) Yard foremen, helpers and switchtenders, Pacific and Prairie Regions) (L.G., June, p. 685). The text of the report is reproduced below.

3. Canadian Pacific Railway Company (dining, cafe and buffet car employees), and Brotherhood of Railway Trainmen (L.G., May, p. 541). The text of the report is reproduced below.

### Settlement Following Board Procedure

1. Canadian Pacific Railway Company, and Brotherhood of Railway Trainmen ((1) Yardmasters, Eastern, Prairie and Pacific Regions; (2) Yard foremen, helpers, switchtenders and car retarder operators, Eastern Region; (3) Conductors, baggagemen and brakemen, Eastern Region; (4) Conductors, baggagemen and trainmen, Prairie and Pacific Regions; (5) Yard foremen, helpers and switchtenders, Pacific and Prairie Regions) (L.G., June, p. 685).

2. Canadian Pacific Railway Company (dining, cafe and buffet car employees) and Brotherhood of Railway Trainmen (L.G., May, p. 541).

3. Canadian National Railways, and Brotherhood of Railway Trainmen ((1) Yardmasters and assistant yardmasters, Atlantic, Central and Western Regions, except yardmasters on former government railways south of the St. Lawrence River; (2) Yardmasters, former Canadian government railways south of St. Lawrence River, yard foremen, helpers and switchtenders, Atlantic and Central Regions combined yard service; (3) Conductors, assistant conductors, train baggagemen, and trainmen, Atlantic and Central Regions; (4) Express messengers on Newfoundland Division, Atlantic Region; (5) Conductors, Western Region; (6) Baggage-men, flagmen and trainmen, Western Region; (7) Freight Handlers, LCL service, Western Region; (8) Yard foremen, helpers and switchtenders, Western Region) (L.G., July, p. 855).

4. Quebec Paper Sales and Transportation Company Limited, Donnacona, and National Association of Marine Engineers of Canada, Inc. (L.G., May, p. 541).

### Strike Following Board Procedure

1. Quebec Paper Sales and Transportation Company Limited, Donnacona, and Seafarers' International Union of North America, Canadian District (L.G., Apr., p. 415).

2. Oka Sand and Gravel, Inc., Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Jan., p. 77).

### Settlement Following Strike Action

1. Quebec Paper Sales and Transportation Company Limited, Donnacona, and Seafarers' International Union of North America, Canadian District (see above).

### Industrial Inquiry Commission Appointed

1. In August, the Minister appointed Mr. Justice Paul E. Côté as an Industrial Inquiry Commission to mediate the issues in dispute between the Oka Sand and Gravel, Inc., Montreal, and Seafarers' International Union of North America, Canadian District (see above).

## Report of Board in Dispute between

**La Tribune Limited (Radio Station CHLT)**

**and**

**Sherbrooke Printing Trades Syndicate**

Following a dispute which occurred between the parties mentioned above, you set up a Board of Conciliation and Investigation to settle this dispute.

The persons appointed by you as members of this Board took their oath of office before Mr. L. P. Desroches, Commissioner of the Sherbrooke Superior Court, on May 2, 1956.

We wish to submit to you the following report in connection with this dispute.

In spite of the diligence of the members of your Board, it has not been possible to submit a report to you any sooner, because of circumstances beyond our control, especially because the Chairman of the Board had to sit regularly in Magistrate's Court during the months of May, June and July, and since it was rather difficult to hold meetings more often in view of the engagements of the Chairman and the other members of the Board.

At our request, however, you granted extensions of the time allowed until the 15th of August.

We held eleven meetings—for the swearing in of the members of the Board, for study of the file, for hearing of the witnesses, to hear the representatives of the parties to the dispute, to discuss the whole matter and to draw up the present report.

Your Board's mandate dealt with the renewal of the collective agreement in force from January 1, 1955, to December

31, 1955, following notice given by the Syndicate that it intended to ask for certain amendments to the said agreement.

In addition to the points at issue mentioned in the report of Mr. R. Trépanier, conciliation officer, the discussion dealt with various other questions concerning which it appeared, during our sittings, that the parties were not in agreement. We feel that we should give a brief account of the respective positions of the two parties during the discussions.

The union party asked for the following amendments to the old agreement:—

(a) *Union Security*: A modified union shop clause with voluntary, irrevocable check-off for the lifetime of the agreement.

(b) *40-hour Week*: Reduction of the hours of work from 44 hours to 40 hours

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Sherbrooke Printing Trades Syndicate and La Tribune Limited (Radio Station CHLT), Sherbrooke.

The Board was under the Chairmanship of His Honour Judge Honorius Michaud, Sorel, Que., who was appointed by the Minister on the joint recommendation of the other two members, Arthur Matteau, Montreal, and Florent Hebert, Sherbrooke, nominees of the company and union respectively.

The text of the report is reproduced here.

per week, with wages of \$1.50 an hour for overtime work by technicians.

(c) *Increase in Wages*: The original request was for an increase of \$10 a week for technicians and \$15 a week for announcers. However, the request made to our Board was for only \$2.50 a week for the first year of the duration of the new agreement, that is from January 1, 1956, to January 1, 1957, and for a further \$2.50 for 1957. In view of the time which had elapsed since the expiration of the old agreement, the Syndicate asked that this increase be made retroactive to January 1, 1956, without prejudice to the statutory increases established by the old agreement.

(d) *Duration of the Agreement*: The Syndicate asked for a two-year agreement.

(e) *On all other points* the Syndicate requested the maintenance of the clauses of the old agreement and their extension to all categories of employees mentioned in the certification issued on June 25, 1954, instead of limiting them to announcers and technicians, who alone were covered by the old agreement.

The employer's party presented two draft collective agreements to the Board. The first draft, submitted to the Board at its meeting on June 1, 1956, was used as a basis for the various attempts at mediation made by the Board with regard to the two parties. Finally, when these attempts had proved unsuccessful and the employer had refused to agree to a draft submitted by the Board, the employer, through its attorneys, sent the Board, on July 25, 1956, the final draft suggested for its employees:

(a) *Union Security*: Refusal of the employer to accept the modified union shop and the check-off clauses suggested by the Syndicate. The employer abides by Clause No. 7 of the old contract—that is maintenance of membership.

(b) *40-hour Week*: This union request for a reduction of the work week from 44 hours to 40 hours was refused by the employer.

(c) *Increase in Wages*: In a general way, the employer agreed to grant an increase of \$2.50 a week from July 1, 1956, to July 1, 1957, and a further increase of \$2.50 starting on July 1, 1957. It was opposed, however, to the maintenance of the former graduated scale providing for statutory increases in accordance with the number of years' service of the employees. It advocated the establishment of a basic scale setting the minimum wage for each category of employees.

(d) *Paid Sick Leave*: In its last draft, the employer wished to change the system

in effect under the old agreement which provided for payment of full wages for a period of three months to each employee, announcer or technician, in service for more than six months. It suggested granting each regular employee with more than six months' service a credit of one day, to be called sick leave, for each complete month of service, starting on the day on which the new agreement would come into effect, with a maximum of twelve days per year. With regard to this question, the Syndicate asked for maintenance of the *status quo*, i.e. three months' wages in time of illness.

(e) *Annual Vacations*: In connection with this point the employer suggested changing the clause in the old agreement by doing away with the extra holiday granted every two months, in addition to the annual vacation, to announcers and technicians with a year's service. The Syndicate opposed this change and asked for the maintenance of this privilege recognized by the old agreement; it even asked that these extra holidays be added to the annual vacation period instead of being taken in each two-month period. The employer agreed, however, to grant a day's holiday for each month's service, by way of vacation, to each employee in service for less than a year.

(f) *Duration of the Agreement*: The employer declared itself ready to sign the new agreement for a duration of two years.

### Recommendations of the Board

Having heard the parties and their authorized representatives, examined the documentary evidence submitted, and conferred, in mediation sittings, with each of the parties in an attempt to bring them to agree to reciprocal concessions of such a nature as to conciliate their respective points of view, your Board considers it fair and just to make the following recommendations concerning each of the questions at issue.

#### 1. Union Security and Check-Off

With regard to these questions the parties adopted diametrically opposed attitudes at the very first meetings of the Board.

The old agreement had only a simple clause for maintenance of membership as a condition of maintenance of employment for the duration of the agreement.

The union request, for the new agreement, provided for a modified union shop clause and a voluntary, irrevocable check-off clause.



The employer was formally opposed to these two requests and asked for the maintenance of the *status quo*.

In view of the determination of the parties not to make any concessions with regard to this question, the Chairman of your Board felt that he should intervene as mediator. At an interview with two of the officers of La Tribune Ltée, the latter had agreed verbally to the modified union shop clause, but when your Board subsequently submitted a draft agreement containing such a clause, they refused to accept it.

Because of this refusal, the employer's representative, Mr. Arthur Matteau, and the Chairman of the Board are of the opinion that this type of union security should not be recommended, but that it would be preferable, for the time being, for the union party to make a concession on this point, in order not to make the misunderstanding between the parties worse.

The majority recommendation of your Board, Mr. Florent Hébert, union arbitrator, dissenting on this point, is maintenance of the old union security clause, which reads as follows:

All present members of the Syndicate and all who become members in future must retain their membership for the duration of this agreement as a condition of employment.

As a counterpart to this concession which we recommend to the union party, the members of the Board are unanimous in recognizing the fact that the voluntary, irrevocable check-off for the duration of the agreement is a legitimate request. It is evident that the modified union shop clause is more effective in consolidating union members when there is acquiescence on the part of the employer, but under present circumstances the check-off will contribute appreciably to this consolidation. Such a check-off, freely agreed to by the employees who are members of the Syndicate, cannot be in any way prejudicial to the employer.

We unanimously recommend the adoption of the following clause:

#### *Union Check-Off:*

On presentation of a duly signed authorization, the Employer agrees to deduct monthly from the first pay of each employee who has signed the said authorization the amount of the monthly union dues and to remit this amount monthly to the treasurer of the Syndicate.

#### *2. Hours of Work*

The union request was for a reduction of the hours of work from 44 to 40 hours

a week for technicians and announcers, with payment of overtime at the rate of \$1.50 an hour.

The evidence showed that, in a general way, the employees in these categories, whose wages are paid on a weekly basis, did not work more than 40 hours per week, although sometimes their services may be required outside of regular hours for certain special broadcasts, so that, in exceptional cases, the number of hours' work may exceed 40 hours per week.

The employer is opposed to the 40-hour week because he does not want to be obliged to pay additional wages in these exceptional cases at the required rate of \$1.50 an hour.

As the hours worked by these employees do not regularly exceed 40 per week, but are often less, we are of the opinion that this affords compensation and that there are no grounds for obliging the employer to pay such overtime by reducing the work week from 44 to 40 hours.

Moreover, in the old agreement, a certain compensation was granted to announcers and technicians, since they were allowed an extra whole day off every two months.

We therefore unanimously recommend the maintenance of the existing situation, provided this extra holiday is maintained, as we suggest, moreover, in dealing with annual vacations.

Section 5 of the old agreement should, in our opinion, be inserted again, without change, in the future labour agreement.

#### *3. Wages*

The old agreement specified the wages of only two categories of employees: technicians and announcers. The scales established provided an annual statutory increase according to the number of years' service of these employees.

The employer has no objection to an increase in the minimum or basic wage, but he objects to the maintenance of statutory increases based solely on the number of years' service without taking into account the increase in skill, which does not always correspond to the number of years' service.

We believe that a scale which graduates wages in terms of the number of years only and which calls for automatic increases is based on a principle which does not always do justice to both parties.

To oblige the employer to increase the wages of his employee solely because the latter has been so many months or so many years in his service does not seem fair to us. This system may, moreover, be prejudicial to the employee by exposing

him to dismissal on the pretext that the increase in his skill does not correspond to the statutory increase provided by a graduated scale, which would automatically bind the employer.

It is better, we believe, to leave it to private bargaining to adjust wages properly to the skill of each employee, rather than imposing an automatic adjustment which might be prejudicial, according to the case, to one or other of the parties.

However, the rights acquired by the action of the preceding labour agreement should be respected, and the hopes resulting from the application of the former graduated wage scale should not be frustrated, even during the bargaining period elapsed from December 31, 1955, until the signing of the next agreement.

We therefore feel that we should unanimously recommend, while doing away with the graduated scale in future, that the statutory increases provided for in Appendix "A" to the old agreement apply to employees who would have benefited by them since the opening of bargaining, without prejudice to the new increases agreed to by the employer.

In addition to this single point which has remained at issue, the parties have agreed to establish a new basic schedule and to set the general increase for each of the two years of the duration of the future agreement.

We therefore unanimously recommend the adoption of the following clause concerning wages:

*Salaries:*

All employees who have completed their particular training period in accordance with the provisions of Section 4 of this agreement shall be subject to the following minimum salary scale for each classification:

Announcers—	A Week
(male) .....	\$50
(female) .....	40
Operators and Transmitter Operators	40
Continuity Editors (editors and news writers and commentators)—	
(male) .....	45
(female) .....	40
Record Librarians—	
(male) .....	40
(female) .....	35
Typists and clerks.....	25

(a) All salaries of present employees carrying out one of the duties listed in the scale given above which are lower than the rates in this scale shall be adjusted to the rates listed in the said scale, as of July 1, 1956.

(b) It is understood that employees now receiving a higher salary than that set in the above-mentioned scale shall not on that

account suffer any reduction in salary, the said salary being considered as the minimum.

(c) The salaries of all employees hired before January 1, 1956, and still in the service of the employer when this agreement comes into effect, shall be increased by \$2.50 a week, starting on July 1, 1956, with the exception of the following cases:

- (1) those whose salaries are actually increased by at least \$2.50 by the application of the new schedule.
- (2) those to whom the employer has already granted, since January 1, 1956, an increase of at least \$2.50 a week other than the statutory increase provided in Appendix "A" of the old agreement.
- (3) those whose weekly salaries exceeded \$60 before the coming into effect of this agreement.

Moreover, a general increase of \$2.50 a week shall come into effect on July 1, 1957, for the second year of the duration of the agreement, in the case of every regular employee who has at least three months of continuous service on that date.

(d) When fees are assigned by sponsors for commercial contracts so that they may be certain of having the services of an announcer known to the public and with some special talent, the minimum fees shall be as follows:

5-minute broadcast.....	\$ 2.00
10-minute broadcast.....	3.00
15-minute broadcast.....	5.00
30-minute broadcast.....	8.00
60-minute broadcast.....	15.00

*4. Paid Sick Leave*

According to the old agreement, the employer was obliged to pay full wages for a period of three months in the case of the illness of an employee who was a member of the Syndicate and had been employed for at least six months, it being agreed that the sick employee's fellow-workers should, in his absence, do his work in his place, to the satisfaction of the employer.

The employer wishes to change this system and to grant each regular employee with more than six months' service one day's credit for each complete month of service, starting at the coming into effect of the new agreement, with a maximum of twelve days per year.

The employer's representatives claimed that this clause of the old contract had been imposed upon them against their will, as the result of a certain amount of pressure, but this was denied by the union party.

No evidence on this point was presented to your Board. Neither was any attempt made to establish the fact that the application of this clause had given rise, in the past, to abuses on the part of the employees, or even that the employer had had to pay three months' wages to any employee on account of illness. The

Syndicate, on its part, formally opposes the discontinuance of this privilege.

The following is the unanimous opinion of the members of the Board on the subject.

Although the clause allowing three months' paid leave in case of illness may in principle seem onerous to the employer, it is attenuated by the condition that the sick employee's colleagues must, in his absence, do his work in his place, to the satisfaction of the employer. There is some compensation in this, for, in practice, it is not the employer who is called upon to bear the additional expense, but the employees themselves who must, by additional work, not specially paid for, make up for the absence of a sick fellow-worker.

In order to maintain this clause, the union party invokes in particular the prejudice to the rights, acquired under the old agreement in favour of announcers and technicians (*i.e.* operators and transmitter operators). The union arbitrator considers that he cannot make any concession on this point, in view of the absence of evidence of abuse on the part of these employees and of real prejudices with regard to the employer. The adoption of the system suggested by the employer would cause old employees to lose protection which was previously guaranteed them and would assure them in return of only one day's sick leave credit per month, starting at the coming into effect of the new agreement, with a maximum of twelve days per year, which would not accumulate from year to year in case an employee should not have occasion to use his sick leave during the year.

With regard to this question, we consider it fair to recommend maintenance of the *status quo* in favour of the two categories of employees, announcers and technicians, who were covered by the old agreement. For these cases, the agreement obliging the sick employee's fellow-workers to replace him during his absence and to do his work, to the satisfaction of the employer, should also be continued.

As for the other categories of employees, it would be reasonable to apply the new system advocated by the employer, changing it to make it more generous.

We believe that twelve days' sick leave during a contractual year is an insufficient maximum. We consider that the credit of one day per month of service should accumulate from year to year up to sixty days, so as to make the total duration of sick leave variable according to the number of years' service of an employee. It is reasonable that an employee who

becomes ill, say for example after two or three years' continuous service without illness, should be able to benefit by a longer holiday, that is 24 days or 36 days as the case may be, than an employee who has been in service for six months or a year, who would be entitled only to six or twelve days' leave.

We are limiting the maximum period of sick leave to sixty days instead of ninety, as provided for announcers and technicians, since in this case the sick leave paid for by the employer will not be made up for by work on the part of the sick employee's colleagues.

We therefore recommend that the last sentence of subsection (e) of Section 12 of the employer's draft—"However, the number of days' illness shall not exceed twelve days in a contractual year."—be replaced by the following: "However, the number of days' sick leave shall not exceed a maximum of sixty days."

The employer's arbitrator, although he does not approve in principle of the accumulation of sick leave, does not express any official dissent with regard to this question and feels that he should concur in the opinion of the other members of the Board, since the system established by the old agreement favoured the employees more than the one we are recommending by way of compromise, as being likely to gain the adherence of both parties.

#### 5. Annual Vacations

The divergence of views of the parties concerning this question has to do with the discontinuance of the additional day's holiday granted every two months, by the former agreement, to announcers and technicians. This holiday was compensation for the overtime which these employees were called upon to work on the occasion of special radio broadcasts, without receiving any additional pay.

Since your Board has already refused to reduce the number of hours worked per week, thus sparing the employer from having to pay overtime at the rate of \$1.50 an hour, according to the union request, we unanimously recommend that this additional holiday be maintained.

As for the time when these holidays should be taken, we suggest that those concerned come to an understanding and decide in each case whether this holiday will actually be taken every two months or whether it should be added to the annual vacation period.

The employer also agreed to grant one day's vacation per month of continuous service to every employee whose hiring goes back to less than a year.



We therefore recommend that a special provision be included in the "Annual Vacations" section to cover this case.

#### 6. Final Settlement of Grievances

In the draft agreement suggested to the parties by the Board, we had included a special paragraph providing for the final settlement of any dispute resulting from the interpretation or violation of the agreement, in conformity with the provisions of Section 19 of the Industrial Relations and Disputes Investigation Act (R.S. 1952, Chap. 152).

As this provision of the Act is not optional, but obligatory, we recommend that the parties include the following text in that section of the future agreement which concerns the procedure for the settlement of grievances:

Any unanimous or majority decision of a Board of Conciliation concerning points in dispute mentioned in this agreement shall be final and binding on both parties.

To the list of grievance cases (Sec. 12, Para. 1) should also be added that of suspension of a regular employee.

#### 7. Duration of the Agreement

In view of the agreement between the parties, we unanimously recommend that the next collective agreement be for two years, starting on July 1, 1956. The parties have also agreed that the wage increases and other advantages mentioned in the collective agreement should come into effect on and be retroactive to July 1, 1956, in the case of regular employees still in the service of the employer on the date on which the agreement is signed.

All of which is respectfully submitted.

(Sgd.) HONORIUS MICHAUD,  
*Chairman.*

(Sgd.) ARTHUR MATTEAU,  
*Member.*

(Sgd.) FLORENT HÉBERT,  
*Member.*

## Report of Board in Dispute between

Canadian Pacific Railway Company

and

Brotherhood of Railroad Trainmen

Your Conciliation Board appointed in the above matter, consisting of His Honour Judge J. C. Anderson, Belleville, Ontario; the Hon. Senator A. W. Roebuck, QC, Toronto, and Mr. John William Long, QC, Barrister, Montreal, met at the City of Belleville on the 9th day of June 1956, to arrange the order of hearings and the sittings of the Board, and following this meeting your Board met the parties at the City of Montreal, Quebec, on July 23, and at the City of Ottawa on July 25, 26, 27, and on August 1, 2, 8, 9, 10 and 11.

At these sittings, the evidence, the full submissions and the arguments of the parties were heard dealing with all matters in dispute which were referred to the Board. Following the formal submissions the Board met the parties in further discussions and negotiations. The parties were represented as follows:—

*For the Company:*

S. M. Gossage, Manager Labour Relations;

J. Shepp, Superintendent, Vancouver;

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with matters in dispute between the Brotherhood of Railroad Trainmen and the Canadian Pacific Railway Company concerning conclusion of collective agreements affecting the following groups of employees: (1) Yardmasters, Eastern, Prairie and Pacific Regions; (2) Yard foremen, helpers, switchtenders and car retarder operators, Eastern Region; (3) Conductors, baggagemen and brakemen, Eastern Region; (4) Conductors, baggagemen and trainmen, Prairie and Pacific Regions; (5) Yard foremen, helpers and switchtenders, Pacific and Prairie Regions.

The Board was under the chairmanship of His Honour Judge J. C. Anderson, Belleville, Ont., who was appointed by the Minister in the absence of a joint recommendation from the other two members, John W. Long, QC, Montreal, and the Hon. Arthur W. Roebuck, Toronto, nominees of the Company and Brotherhood respectively.

The text of the unanimous report is reproduced here.

A. M. Hand, Assistant Manager Labour Relations;  
G. Walmsley, Special Representative, Winnipeg;  
J. Pearson, Assistant Solicitor, Montreal.

*For the Brotherhood:*

A. J. Kelly, Chairman;  
D. Paltiel, Statistician;  
L. C. Malone, Vice-Chairman;  
C. W. Stanley, Statistician;  
R. Bailey, Assistant Statistician.

*Members:*

W. G. McGregor;  
G. S. Gale;  
L. E. Baker;  
W. P. Kelly;  
C. E. McClelland.

Your Board, having carefully weighed the evidence and submissions of the parties with due consideration for what was said during the subsequent negotiations, now unanimously recommends as follows:

The agreement between the parties which was opened for revision on the thirty-first day of March 1956, be renewed for a term of twenty-six months, until the thirty-first day of May 1958, subject to the following amendments—

(1) All wage rates, applicable to miles, hours, overtime, arbitraries and special allowances, be increased by 7 per cent effective April 1, 1956, and by a further 5 per cent effective June 1, 1957, both increases on rates in effect on March 31, 1956; provided, however, that \$4.25 per month per employee, included in these increases subsequent to January 1, 1957, be in lieu of health and welfare benefits.

(2) Effective September 1, 1956, basic rates in all train service, other than passenger, be increased according to the maximum number of cars, including caboose, hauled in trains at any one time on a road trip anywhere between initial starting point and point of final release as follows:

81-100 cars, 20 cents per day, adding  
20 cents for each additional block of  
20 cars or portion thereof.

(3) Effective September 1, 1956, assignments operating on a turnaround basis, having a radius not exceeding 30 miles, be classified and assigned as Road Switcher Service; rate of pay for trainmen assigned to such service to be \$2 above the basic daily rate for way freight service.

Trainmen assigned to Road Switcher Service may be run in and out and through their regular assigned terminals, without regard for rules defining completion of

trips; time to be computed continuously from time required to report for duty until released from duty at home terminal, subject to basic day and overtime provisions applicable to freight service.

(4) The Prairie and Pacific Regions agreement shall be revised to include, with effect from September 1, 1956, Article 5(a) and (b) of the Eastern Region agreement covering Consist of Crews—passenger train service.

(5) Effective January 1, 1957, 6 per cent be added to vacation rates applicable to employees in road service.

(6) Statutory holidays—Effective January 1, 1957, all regularly assigned yardmen, switchtenders and car retarder operators shall receive 8 hours' pay at *pro rata* rate for each holiday hereafter specified provided it does not fall on their assigned days off or during their vacation period. If required to work on any such specified holiday they shall receive pay for work performed in accordance with regular schedule provisions in addition to the day's pay specified above. An employee whose assignment requires him to work on such specified holiday and who fails to fulfil his assignment shall not receive any pay on account of such holiday.

Work done on shifts commencing between 12.00 midnight and 11.59 p.m., both inclusive, on the specified holiday shall be considered as work on the specified holiday.

The specified holidays referred to are:

New Year's Day  
Good Friday  
Dominion Day  
Labour Day  
Thanksgiving Day  
Christmas Day

provided that when any of the above holidays fall on Sunday the day substituted by the Federal Government shall be observed.

Spare yardmen, switchtenders and car retarder operators required to work on any of the specified holidays shall be paid in accordance with regular schedule provisions and shall receive in addition 8 hours' pay at *pro rata* rates.

(7) Note 1 of Rule 3 of the Eastern Region agreement shall be included in the Prairie and Pacific Regions Agreement with the addition of the following words—and present individual arrangements be maintained except by mutual agreement by the appropriate officers of the Company and the General Chairman.

which means that existing arrangements which have developed at individual locations in applying the provisions of the

yard starting time rule will not, except as otherwise provided, be protested or disturbed by either party.

(8) Through or way freight crews on the Prairie and Pacific Regions required to switch industries that are now located at the following points:

Jumping Pound  
Cheviot  
Cousins

shall be paid for such service on the basis of a rule worded as follows:

Miles or hours made when engine is run more than one mile off main track will be paid at way freight rates and such miles or hours will be paid in addition to the mileage of the trip.

Work performed on such spurs shall not be considered in application of conversion rule to trip as a whole and payment of way freight rates shall be confined to service performed on the spur unless conversion rule is otherwise applicable to trip as a whole.

This rule will also apply to any work required on spurs subsequently constructed of over one mile in length.

Local agreements now in effect which provide for the servicing of industries located on spurs of over one mile in length will not be affected by this provision.

Branch lines at present recognized in the time table as subdivisions are not to be considered to be industrial spurs.

(9) Other rules proposed by either party to be subject to negotiations, but not to stand in the way of a settlement. The effective date of such rule changes to be determined by the negotiations with the provision that they be subject to further revision, if desired, on this general agreement becoming open for revision.

It is the Board's sincere hope that the recommendations above set forth will be accepted by the parties and be implemented by the execution of an agreement expressed in appropriate language.

All of which is respectfully submitted.

(Sgd.) J. C. ANDERSON,  
Chairman.  
(Sgd.) A. W. ROEBUCK,  
Member.  
(Sgd.) J. W. LONG,  
Member.

Dated at Ottawa this 14th day of August, 1956.

## Report of Board in Dispute between

Canadian Pacific Railway Company, (Dining Cafe and Buffet Car Employees)

and

Brotherhood of Railroad Trainmen

Pursuant to your appointment the Board met with the parties in Toronto on June 13, 14, 15 and 16, and we are pleased to report that a settlement of all matters in dispute was effected.

We desire to express our appreciation to Mr. T. A. James, Manager of the Sleeping, Dining and Parlour Cars and News Service of the Company, and to Mr. Cecil Burningham, General Chairman of the Railroad Trainmen (Dining Car Service Employees) for their able presentations, and for their co-operation with the members of the Board.

All of which is respectfully submitted.

(Sgd.) J. C. REYNOLDS,  
Chairman.

(Sgd.) J. ALLEN CARR,  
Member.

(Sgd.) H. BROOKE BELL,  
Member.

Dated this 5th day of July A.D. 1956.

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Pacific Railway Company (dining, cafe and buffet car employees) and the Brotherhood of Railroad Trainmen.

The Board was under the chairmanship of His Honour Judge J. C. Reynolds, Kingston, Ont., who was appointed by the Minister in the absence of a joint recommendation from the other two members, H. Brooke Bell, QC, Toronto, and J. Allen Carr, Vancouver, nominees of the Company and Brotherhood respectively.

The text of the unanimous report is reproduced here.



# Canadian Railway Board of Adjustment

The Canadian Railway Board of Adjustment No. 1 has released its decision in a case heard June 12, 1956, concerning the demotion of a freight train conductor to the status of brakeman, with loss of the privilege of future promotion to the position of conductor, as a penalty for alleged failure to carry out instructions, in addition to previous misconduct.

The contention of the employees was sustained in part, but the question of the restoration of the former conductor's rights was referred back to the parties for further consideration.

**Case No. 669—***Dispute between Quebec North Shore and Labrador Railway and the Brotherhood of Railroad Trainmen regarding demotion of a conductor to the status of permanent brakeman with denial of the privilege of future promotion to position of conductor, as penalty for alleged failure to carry out instructions.*

On February 19, 1955, a conductor with a train crew was ordered to take a train from Seven Islands to Silver to do a switching job at Silver yard. On arrival at Knob Lake, situated about 355 miles from Seven Islands and six miles from Silver, after a run of 15 hours and 35 minutes, all members of the crew booked six hours' rest before performing the switching work laid out for them in the instructions.

On resuming duty after the rest period, the conductor received a telegram from the train master asking why the switching had not been done on arrival according to instructions. The conductor made the following reply: "Fifteen hours and 35 minutes on duty and 12 hours without obtaining food. Booked six hours rest with Train Despatcher—"

On going off duty after completing the switching work, the conductor received a message informing him that he had been relieved as conductor. As a result of an investigation made at Seven Islands after his return, the conductor was assessed 30 demerit marks; as he had already 45 demerit marks against him, he was discharged from the company's service.

Subsequently, as a result of representations made by the union local, and after further inquiry, the 30 demerit marks were cancelled and the conductor was reinstated as brakeman, "on a leniency basis" but

with the loss of all his conductor's seniority and without any right to promotion in the future.

The union contended that although it had agreed to this settlement at the time it had not understood that the demotion was to be permanent. It claimed that under Article 14 of the agreement the conductor and train crew were perfectly justified in booking six hours' rest on arrival at Knob Lake, and that the conductor had been wrongly disciplined.

The article in question reads in part:

(a) Trainmen who have been on duty twelve hours or more will have the right to book rest at any point on the road, and will resume duty when rest period has expired. Men are to be judges of their own condition.... Despatcher must be given at least one hour's notice of desire to book rest....

The company, in its contention, said that besides being given written instructions the conductor had been told verbally by the train master about the switching and its importance. Had the conductor followed his instructions the switching would have been done before going to Knob Lake, the company said. He had not asked permission to deviate from his instructions but had proceeded to a destination other than that specified and then booked off duty, despite the fact that he was aware that the train had been sent from Seven Islands solely to accomplish a particular piece of work as promptly as possible.

The company asserted that the 30 demerits was not unreasonable discipline, the same discipline having been assessed against the engineman. The dismissal was due to the previous accumulation of demerit marks, and was to that extent irrelevant, the company maintained. It also stated that at the conference on May 3, 1955, when it was agreed to cancel the 30 demerit marks, it was distinctly stipulated that the man's status as brakeman would be permanent and that he would have no opportunity for promotion to conductor.

The contention of the employees was sustained in respect to the right to take rest under Article 14. The question of the restoration of the former conductor's rights was referred to the parties for further consideration.

# Collective Agreements

## Collective Agreements Covering 1,000 or More Employees

Only 3 per cent of the non-railway collective agreements on file in the Department apply to bargaining units of 1,000 or more employees but they cover about 46 per cent of all the workers under agreement

Only 3 per cent of the 6,660 non-railway collective agreements on file in the Department's Economics and Research Branch apply to bargaining units comprising 1,000 or more employees; but they cover about 46 per cent of the employees under the non-railway agreements on file. Of the 6,660 agreements, only 204 apply to 1,000 or more employees. The number of workers covered by the 6,660 agreements is 1,181,309; by the 204 agreements, 544,676.\*

### Size of Bargaining Units

The size of the 204 units ranges up to more than 30,000 workers. However, the large majority, 75 per cent, have between 1,000 and 2,500 employees; 13 per cent cover from 2,500 to 5,000; 9 per cent apply to between 5,000 and 10,000; and only 3 per cent have more than 10,000 employees.

The largest bargaining unit is composed of 34,000 logging and lumber manufacturing workers in the British Columbia coastal region. Other units of more than 10,000 employees in order of size are: loggers in northern and northwestern Ontario; pulpwood loggers in Newfoundland; nickel miners in Sudbury, Ont.; telephone operators in Ontario and Quebec; and hydro-electric employees in Ontario.

### Regional Distribution

Regionally, Ontario has the largest number of the 204 agreements, followed by Quebec and British Columbia (Table 1). Taken together, Ontario and Quebec account for approximately 60 per cent of the total.

In Newfoundland, 77 per cent of the workers under collective agreements are in bargaining units of 1,000 or more. The proportions in the other regions are: British Columbia, 52 per cent; Atlantic,

50 per cent; Ontario, 45 per cent; Quebec, 38 per cent; and Prairie, 29 per cent.

Eighteen agreements applying to 65,000 workers cover plants in more than one region. One-half of these, covering 42,000 workers, affect two provinces, while the other half, covering 23,000 workers, are national in scope.

### Industry

By far the largest number of the agreements applies to bargaining units in the manufacturing industries, and most of these concerns are located in the provinces of Ontario and Quebec. In both the construction industry and the transportation and communication industry (railways excepted), there are more than 20 bargaining units of 1,000 employees or more (Table 2). Although logging accounts for only five of the agreements, the bargaining units are exceptionally large, having slightly more than 10 per cent of the workers in the contracts under study.

### Unions

Two-thirds of the agreements have been negotiated by international unions, most of which are affiliated with the Canadian Labour Congress as well as with the American Federation of Labor and Congress of Industrial Organizations in the United States (Table 3).

However, in Newfoundland most of the agreements have been negotiated by independent regional unions common only to that province. In Quebec, affiliates of the Canadian and Catholic Confederation of Labour are the union representatives in only slightly fewer of the agreements than are AFL-CIO/CLC affiliates. National, regional or local unions affiliated with the CLC, but not with the AFL-CIO, have a significant number of the agreements in the Prairie region.

### Duration

A majority of the contracts have durations of two years or more (Table 4).

\*For information on workers covered by all collective agreements in Canada see LABOUR GAZETTE, January, p. 78, and March, p. 293.

**TABLE 1.—REGIONAL DISTRIBUTION OF AGREEMENTS COVERING 1,000 OR MORE EMPLOYEES**

Region	Agreements		Employees Covered	
	Number	Per Cent	Number	Per Cent
Atlantic.....	15	7.3	44,629	8.2
Quebec.....	51	25.0	109,059	20.0
Ontario.....	71	34.8	206,747	37.9
Prairie.....	20	9.7	50,747	9.4
British Columbia.....	29	14.3	88,131	16.2
More than one.....	18	8.9	65,363	12.0
Totals.....	204	100.0	544,676	100.0

**TABLE 2.—INDUSTRIAL DISTRIBUTION OF AGREEMENTS COVERING 1,000 OR MORE EMPLOYEES**

Industry	Agreements		Employees Covered	
	Number	Per Cent	Number	Per Cent
Logging.....	5	2.4	56,643	10.4
Fishing.....	2	1.0	7,200	1.3
Mining.....	15	7.4	41,124	7.6
Manufacturing.....	94	46.1	250,734	46.1
Construction.....	25	12.3	45,451	8.3
Transportation and Communication.....	27	13.2	77,180	14.2
Public Utilities.....	6	2.9	16,056	2.9
Trade.....	11	5.4	18,700	3.4
Service.....	19	9.3	31,588	5.8
Totals.....	204	100.0	544,676	100.0

**TABLE 3.—TYPE OF UNION WITH AGREEMENTS COVERING 1,000 OR MORE EMPLOYEES**

Type of Union	Agreements		Employees Covered	
	Number	Per Cent	Number	Per Cent
International.....	135	66.2	364,087	66.9
National (Canadian Labour Congress).....	17	8.3	31,251	5.7
Canadian and Catholic Confederation of Labour.....	15	7.4	30,158	5.5
Other.....	37	18.1	119,180	21.9
Totals.....	204	100.0	544,676	100.0

**TABLE 4.—DURATION OF AGREEMENTS COVERING 1,000 OR MORE EMPLOYEES**

Duration	Agreements		Employees Covered	
	Number	Per Cent	Number	Per Cent
One year or less.....	56	27.4	164,864	30.3
More than one year but less than two.....	20	9.8	49,600	9.1
Two years.....	78	38.2	190,615	35.0
More than two years.....	16	7.9	46,827	8.6
Bargaining at time of study.....	34	16.7	92,770	17.0
Totals.....	204	100.0	544,676	100.0



Among those in force for longer than two years are 11 three-year contracts and three five-year contracts.

Of the 78 two-year agreements, 55, covering 155,000 workers, make provision either for automatic wage increases during the life of the agreement or for the re-negotiation of wage rates at the request of either party at least once during the term of the agreement.

Thirty-six of the two-year contracts, covering 87,298 workers, provide for a general wage increase of a specified amount after the first year. Two automatic increases are provided during the second year of five agreements applying to 8,866 workers.

Provision for the re-negotiation of wages once during their term was made in 12 two-year agreements covering approximately 55,000 workers. In all but one of these the wage provisions can be re-opened only within a time stated in the contract, usually about the end of the first year. More frequent re-openers are permitted

in two other contracts. Two of the agreements with wage re-openers also provide for an automatic wage increase after the first year.

All 16 of the agreements having durations greater than two years provide for general wage adjustments in some form during the term of the agreement. Six allow for the possibility of re-opening negotiations on wages at the request of either party to the agreement. In most of these, wage rates can be re-negotiated annually, provided notice is served on the other party within the stipulated time of the anniversary date. Two of these agreements, effective for three-year periods, entitle the employees to wage increases of stated amounts in the second and third years of the contract.

Nine other three-year agreements make provision for deferred increases in each of the second and third years of the agreement without re-opening wage negotiations, and one five-year agreement provides a wage increase annually during its term.

---

## ILO Delegates Named

*(Continued from page 1268)*

housing; and the activities of the ILO in the American region during the past few years.

2. The role of employers and workers in programs to raise productivity.
3. Labour-management relations.
4. Co-operatives.

Labour-management relations are "perhaps the most important single factor" in attaining the economic and social goals to which the American countries are committed, according to Director-General Morse.

In his report to the conference Mr. Morse went on to say:

"The relations between management and labour constitute an everyday school of

practical democracy, where experience is acquired and lessons are learned which give solidity and life to the whole structure of political democracy."

The series of American regional conferences of the ILO, which began in Santiago, Chile, in 1936, brings together periodically government, employer and worker delegates from the American states. All but two of the 22 American countries are ILO members.

Earlier regional conferences of American States members of the ILO were held in: Santiago, Chile (1936), Havana (1939), Mexico City (1946), Montevideo (1949), and Petropolis, Brazil (1952).

---

## Saskatchewan Apprenticeship Act

*(Continued from page 1294)*

One person in any establishment who is not a journeyman and is regularly engaged in the carpentry trade, the motor vehicle body repair trade and the sheet metal trade may now enter into a contract of apprenticeship with the Director. This provision was made under authority of

another 1954 amendment which, in order to foster apprenticeship training, particularly in small establishments in rural areas, allows persons working at a trade to be indentured to the Director of Apprenticeship.

## Labour Legislation in Saskatchewan, 1956

Changes made in workmen's compensation legislation that will increase benefits paid to injured workers in higher earnings group. Bargaining rights of merged unions and fair employment practices also dealt with

At its 1956 session, February 9 to April 5, the Saskatchewan Legislature made changes in the workmen's compensation legislation that will increase the benefits paid to injured workmen in the higher earnings group.

New legislation was adopted to deal with discrimination in employment on grounds of race, religion, colour or ethnic or national origin in place of the provision in the provincial Bill of Rights which simply affirmed the right to employment without discrimination on these grounds. A special statute was also enacted to protect the right to accommodation in places where the public is customarily admitted.

The Trade Union Act was amended to deal with the situation arising out of the merger of the two labour congresses. A bargaining agent, whether only its affiliation or name have been altered as a result of the merger, or whether it has become an amalgamation of two local groups, will automatically have the rights and responsibility of the body to which it is the successor unless the Labour Relations Board otherwise determines.

Four acts dealing with wages, hours and annual vacations were amended with respect to the time within which prosecutions must be instituted for an offence.

### Workmen's Compensation

The Workmen's Compensation (Accident Fund) Act was amended to raise the annual ceiling on earnings which may be taken into account in computing compensation from \$4,000 to \$5,000.

The percentage of earnings on which compensation is based remains unchanged at 75, making the maximum compensation for total disability \$3,750 if the workman's annual earnings were \$5,000 or more. The increase in the ceiling, which is applicable to accidents occurring on or after July 1, 1956, makes maximum disability compensation the same in Saskatchewan as in Ontario. The ceiling is \$4,000 in Alberta, British Columbia and Quebec, \$3,500 in Manitoba, \$3,000 in Newfoundland, Nova Scotia and New Brunswick, and \$2,700 in

Prince Edward Island, the percentage rate on which compensation is based being 75 except in Nova Scotia and New Brunswick, where it is 70.

The immediate lump sum payable to the widow on the death of a workman is increased from \$100 to \$250. This is the largest lump sum payment under any provincial act, the amount being \$200 in Manitoba, Ontario and Quebec, \$150 in Alberta, and \$100 in the other provinces.

The Accident Fund Act did not originally cover men in train service, such employees by virtue of Section 6 of the Act being under the individual liability statute. However, Section 8 of the Act provided that any organization of trainmen might be brought within its scope if a majority voted to do so. Since 1948 all such trainmen had been brought under the Act except members of the Order of Railway Telegraphers. Effective from July 1, 1956, Sections 6 and 8 are repealed and thus all men in train service are now covered by the collective liability Act.

### Anti-Discrimination Legislation

#### Bill of Rights

Sections 8 and 11 of the Saskatchewan Bill of Rights Act dealing with the right of every person and every class of persons to obtain and retain employment, and to obtain the accommodation or facilities of places to which the public is customarily admitted, without discrimination because of race, religion, colour or ethnic or national origin were repealed in view of the fact that these provisions have been incorporated into two separate statutes, the Fair Employment Practices Act and the Fair Accommodation Practices Act. For the same reason, the reference in the Act to membership in a trade union, which

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

guaranteed to every person and class of persons the right to membership in a trade union, was also removed.

### Fair Employment Practices

The Fair Employment Practices Act, 1956, which is to be administered by a member of the Executive Council not yet named, replaces the provisions of the Bill of Rights Act prohibiting discrimination in regard to employment and membership in trade unions by reason of race, religion, religious creed, colour or ethnic or national origin.

The Act is similar to those in other provinces (British Columbia, Manitoba, Ontario, New Brunswick and Nova Scotia) and is especially close in its provisions and wording to the federal Act. However, it does not exclude employers with fewer than five employees, and it binds the Crown and every servant and agent of the Crown. Educational institutions are not excluded, but the prohibition of discrimination on religious grounds does not apply to schools where religious instruction is given in accordance with the schools legislation of the province.

The basic provisions are:

No employer shall refuse to employ or to continue to employ, or otherwise discriminate against, any person in regard to employment or any term or condition of employment because of his race, religion, religious creed, colour or ethnic or national origin.

and

No trade union shall exclude any person from full membership or expel or suspend or otherwise discriminate against any of its members or discriminate against any person in regard to his employment by any employer, because of that person's or member's race, religion, religious creed, colour or ethnic or national origin.

Further, an employer is prohibited from using an employment agency that discriminates on these grounds. No one may use an application form or publish an advertisement or make a written or oral inquiry in connection with employment that expresses either directly or indirectly, "any limitation, specification or preference as to race, religion, religious creed, colour or ethnic or national origin" unless it is based upon a *bona fide* occupational qualification. Discrimination against a person who files a complaint or gives evidence or otherwise assists in the prosecution of a complaint under the Act is also forbidden.

The Act adopts the administrative and enforcement procedure which is common to the federal and the other provincial fair employment practices legislation for requiring adherence to the principles set out in the Act.

A person who claims to be aggrieved because of a violation of the Act may file a complaint in writing with "the Director", an officer in the public service designated by the Minister to receive complaints. The procedure on receipt of a complaint is for the Director to send an officer to investigate the complaint "and endeavour to effect a settlement of the matter complained of". If the officer reports that he is unable to effect a settlement, the Minister, on the recommendation of the Director, may appoint a Commission to deal with the matters involved in the complaint. The Commission, which has the same powers to conduct a full enquiry as are conferred upon commissioners by the Public Inquiries Act, will inquire into the matter "and shall give full opportunity to all parties to present evidence and make representations". If any well-founded complaint is not settled, the Commission is to set out in a report to the Minister the course that ought to be taken. The Minister will send a copy of the recommendations to each of the persons affected, and he may make it public. He has authority to issue whatever order he deems necessary to carry out the Commission's recommendations. His order is enforceable.

The Minister's order as well as the proceedings of the Commission are final and are not subject to review by any court.

The Act, however, does not prevent an aggrieved person from initiating court proceedings against any person for an alleged contravention of the Act.

A person who does any of the things prohibited by the Act or who fails to comply with an order made under the Act is guilty of an offence and is liable on summary conviction, if an individual, to a fine not exceeding \$100, and, if a corporation, trade union, employers' organization or employment agency, to a fine not exceeding \$500. If an employer is convicted of discriminating against an employee on any of the forbidden grounds or of discriminating against one who has filed a complaint under the Act, in addition to the above penalty, he may be required to pay compensation for loss of employment and to reinstate the employee in the position he would have held had the discriminatory act not taken place.

The Minister's consent is required for instituting a prosecution for an offence under the Act. A prosecution under the Act may be instituted against a trade union or employers' organization in the name of the union or organization.



The Minister has further authority on his own initiative, where he deems it expedient, to undertake "such inquiries and other measures as appear advisable to him to promote the purposes of this Act".

The Lieutenant-Governor in Council may make regulations not inconsistent with the spirit of the Act to carry out the provisions of the Act and to supply any deficiency in it.

### **Fair Accommodation Practices**

The Fair Accommodation Practices Act, which is broadly similar to the Ontario Act passed in 1954, declares that "every person and every class of persons shall enjoy the right to obtain the accommodation or facilities of any standard or other hotel, victualling house, theatre or other place to which the public is customarily admitted, regardless of the race, religion, religious creed, colour or ethnic or national origin of such person or class of persons". The Act binds the Crown and its servants and agents.

The Act also prohibits a person from publishing or displaying on his premises, or in a newspaper or through a radio broadcasting station or by any other medium which he owns or controls, any notice, sign, symbol or representation indicating discrimination against any person because of race or creed. The Act states, however, that it shall not be construed as restricting the right to freedom of speech under the law upon any subject.

A complaint of a person believing himself aggrieved is to be made in writing to the Minister charged with the administration of the Act on a form prescribed by him. The Minister is to try to effect a settlement, first by having an officer investigate the complaint and, if he fails, by appointing a commission with the powers conferred upon commissioners by the Public Inquiries Act. After attempting to ascertain the facts, which will include giving the parties full opportunity to present evidence and to make submissions, the Commission will recommend to the Minister the course that should be taken. The Minister may then furnish a copy of the recommendations to each of the parties and may publish them in any manner he sees fit.

Unlike the Ontario Act, the Saskatchewan Act does not authorize the Minister to issue an order binding on the parties.

Failure to comply with the provisions of the Act, however, will make an individual liable to penalties on summary conviction; the Act provides for a rising scale of fines after the first offence. A

person found guilty of an offence is subject to a fine of from \$25 to \$50 for the first offence and from \$50 to \$200 for a subsequent offence. A corporation is liable to a penalty of from \$50 to \$100 for a first offence and from \$100 to \$400 for a subsequent offence.

These penalties may be enforced if a person lays an information alleging on behalf of himself or of any class of persons that any right to which he or they are entitled under the Act is restricted or that an attempt was made to restrict any right under the Act. Where it is established in a prosecution that the accused has deprived or restricted any person's right to accommodation under the Act, the onus will be on the accused to prove that it was not because of race, religion, religious creed or national origin. The consent of the Minister in writing is required before a prosecution can be instituted.

If a person has been convicted of an offence under the Act, the Minister may apply to the Court of Queen's Bench for an order enjoining such person from continuing the offence.

### **Industrial Relations**

An amendment to the Trade Union Act adds new sections as a consequence of the merger of the TLC and the CCL, making it clear that the change of name or affiliation or the merger of two locals will not affect the validity of the collective agreement to which either union was a party. The new sections provide that, unless otherwise ordered by the Labour Relations Board, no order of the Board, collective agreement or any proceeding under the Act will be rendered void, terminated or curtailed in any way because the union changes its name, amalgamates, merges or affiliates with another union or transfers or assigns its rights with respect to any order, agreement or proceeding to another trade union.

The section also provides that if a union has thus changed its name, all orders, agreements, proceedings and all union records will be deemed to be automatically amended by the substitution of the new name for the former name and will enure to the benefit of the successor union and apply to all persons affected, unless the Board orders otherwise.

A second amendment authorizes the Labour Relations Board to reject or dismiss an application made to it by an employee where it is satisfied that the application was made on the advice of or

through interference or intimidation by the employer. This amendment resulted from a recent legal case (L.G., April, p. 419) in which the Supreme Court of Canada held that there was nothing in the Act giving the Labour Relations Board power to refuse to consider an application to decertify a union on the ground that the application was in reality made at the instigation of the employer.

Finally, a new section requires each of the parties to a collective agreement to file one copy with the Department of Labour.

## **Wages, Hours, Annual Vacations**

### **Minimum Wages**

Amendments to the Minimum Wage Act add to the powers of the Minimum Wage Board in determining minimum wages and certain other working conditions. The Board may now fix the maximum period which may be worked without a meal period intervening. Authority to fix the minimum duration of the meal period was already within the powers of the Board.

The Board may also now require every employer in any class of employment to furnish each of his employees with a written statement of his earnings and the deductions made. The statement is to be given at the time and in the form and detail which the Board may decide.

The time limit for a prosecution under the Act was changed from six months to one year. The one-year limit within which

an action must be commenced runs from the commission of the alleged offence.

### **Hours of Work**

The maintenance of earnings clause in the Hours of Work Act, which provides that no reduction in hours in accordance with the provisions of the Act may result in a reduction of take-home pay, was amended to provide for its extension to April 1, 1957. The clause has been extended from year to year since the Act was passed in 1947. A one-year limitation was imposed on the institution of prosecutions for offences under the Act.

### **Annual Holidays**

A minor amendment to the Annual Holidays Act makes violation of any provision of the Act or regulations an offence as well as failure to comply with the Act or regulations. The same amendment was made to the Minimum Wage Act in 1955. As under the Hours of Work and Minimum Wage Acts, prosecutions for offences under the Annual Holidays Act are limited to one year.

### **Recovery of Unpaid Wages**

Proceedings under the Wages Recovery Act, which enables an employee to recover wages due him from an employer by making a complaint before a magistrate, may be taken within one year (formerly six months) after employment has been terminated, or within six months (formerly three) after the last instalment of wages has become due, whichever date may be later.

---

## **Labour Legislation in Quebec, 1955-56**

At the 1955-56 session of the Quebec Legislature, which opened on November 16 and closed February 23, the Workmen's Compensation Act was amended. The percentage rate of earnings used in computing compensation was raised and the waiting period was reduced.

The percentage of earnings on which compensation is based was raised from 70 to 75. The new rate was made applicable to accidents occurring on and after January 1, 1956. The limit on maximum annual earnings which may be taken into account, \$4,000, remained unchanged.

Another important change was a reduction in the waiting period, that is, the period of disability for which compensation is not payable unless the disability lasts beyond it. This period was reduced from seven to five days.

In the case of death benefits, compensation to an invalid child may now be

paid as long as the child remains an invalid. Formerly, the allowance was payable only for the period that, in the opinion of the Workmen's Compensation Commission, the workman might reasonably have been expected to contribute to the child's support.

In addition to the \$200 previously allowed for funeral expenses, the amendment authorizes the payment of up to \$150 for transporting the workman's body to the place of burial if the Commission considers that the distance justifies the expenditure.

The maximum limit on total monthly compensation which may be paid to a deceased workman's dependants was also raised from 70 to 75 per cent of his average monthly earnings.

All changes made are effective in the case of accidents occurring on and after January 1, 1956.

# Recent Regulations under Provincial Legislation

New minimum wage rates set in British Columbia and in New Brunswick; safety regulations issued in Quebec for construction yards, trenches

In British Columbia, the Board of Industrial Relations issued two new minimum wage orders establishing a minimum wage of 65 cents an hour for employees in the mercantile industry and \$1.50 an hour for electronic technicians. Provision was made for issuing certificates of proficiency in the radio, television and electronic trades.

The minimum wage payable in New Brunswick to male employees engaged in the canning or processing of fish, vegetables or fruit was increased from 55 cents to 65 cents an hour.

New safety regulations for construction yards and trenches issued under the Quebec Industrial and Commercial Establishments Act require employers to submit drawings and specifications of trenches when notifying the inspector of the date operations are to begin.

Other regulations dealt with licensing of apprentice projectionists in Alberta, governing standards for gas transmission and distribution systems in British Columbia, cashing of vacation-with-pay stamp books in Ontario, and ratio of apprentices to journeymen in Saskatchewan.

## Alberta Amusements Act

Regulations under the Alberta Amusements Act governing the licensing of projectionists were amended by O.C. 977-56, gazetted on July 31, to allow an apprentice projectionist to be licensed at 17 years of age. Previously an applicant for an apprentice's licence had to be at least 18 years old (L.G. 1944, p. 1179).

The other requirements are unchanged. An applicant for an apprentice projectionist's licence must still be vouched for by the manager of the theatre or place of amusement and by the projectionist under whom the apprenticeship is to be served. The latter must be the holder of a second class projectionist's licence, the second highest certificate provided for under the regulations.

An apprentice projectionist may not be left in charge of motion picture equipment and while the premises are open to the public he must be under the direct supervision of a qualified projectionist. Only one apprentice may be employed in a theatre.

## British Columbia Apprenticeship and Tradesmen's Qualification Act

Certificates of proficiency may now be issued in British Columbia in the radio, television and electronics trades, following an order of the Lieutenant-Governor in Council made on July 20 and gazetted on August 2.

In another order made the same day, special regulations governing the issuance of certificates of proficiency in the radio, television and electronics trades were approved. A third order set up an examining board to conduct the prescribed examinations.

These are the first orders issued under the Act especially for the radio, television and electronics trades, which are included in the designated trade of "servicing and repair of current-consuming electrical appliances".

For purposes of the new regulations, the expression "radio, television and electronics trades" means the repair and maintenance of radio and electronic apparatus using vacuum and gas-filled tubes, thermistors or transistors, or other work usually performed by a radio electronic technician.

A certificate of proficiency in these trades will now be issued to an experienced person who passes the prescribed examination. To be eligible for examination an applicant must submit satisfactory proof that he has served an apprenticeship in the radio, television or electronics trades or has completed a period of qualifying time of at least 8,000 hours.

The examination, which will be conducted by the examining board, will consist of theoretical and practical tests prepared by the Trade Advisory Committee. Completed tests will be marked and evaluated by the board in consultation with the Advisory Committee. A candidate who does not pass may, on payment of the required fee, apply to be re-examined in the subjects in which he has failed.

If, after careful investigation of the facts, the Trade Advisory Committee concludes that a holder of a certificate is operating in a manner that may depreciate the value of certificates of proficiency held by other persons in the trade, it may report these facts to the chairman of the



examining board. The board may require the holder to return his certificate to the Director of Apprenticeship and may cancel or suspend the certificate.

## **British Columbia Male and Female Minimum Wage Acts**

### **Mercantile Industry**

A new minimum wage order for the mercantile industry, Male and Female Minimum Wage Order No. 24 (1956), made by the Board of Industrial Relations on July 24 after public hearings, took effect September 1, replacing Order No. 24 (1949) (L.G. 1950, p. 86). The new Order set a minimum wage of 65 cents an hour for experienced full-time or part-time employees.

Formerly, the minimum wage was \$18 a week for employees on a work-week of 39 to 44 hours and 47 cents an hour for persons working less than 39 hours a week, with a minimum of four hours' pay in any one day.

The minimum rates for learners were also increased from a range of 32 to 42 cents per hour to a range of 45 to 55 cents per hour and the learning period was reduced from six months to six weeks, bringing rates for learners into line with the rates recently established for learners in the manufacturing industry (L.G., May, p. 550).

The Order applies to all employees in establishments operated for the purpose of wholesale or retail trade except employees covered by another order of the Board specifically defining their work and except persons employed in a supervisory, managerial or confidential capacity.

As in other orders, the minimum rates may be varied under certain conditions. Handicapped or part-time employees and apprentices for whom the Board has issued permits to work for less than the minimum wage must be paid the rate specified in the permit. The rates fixed for learners, 45 cents an hour during the first two weeks' employment, 50 cents during the second two weeks, and 55 cents during the third two weeks, apply only if the learner has a permit and only for the period specified in the permit. In the absence of a permit, a learner must be paid the 65-cent rate which ordinarily applies after the six-week probationary period.

Time and one-half the regular rate must be paid for all hours worked in excess of eight in the day and 44 in the week where the hours worked do not exceed eight in any one day. However, if by custom or agreement employees work fewer than

eight hours on one or more days of the week and longer hours on other days, overtime rates need not be paid until the agreed limits have been exceeded. This rule also applies to employees who work an average of 44 hours weekly over an agreed period of time.

Employees in drug stores, retail florists' shops and other wholesale and retail establishments outside the larger cities who are permitted to work longer hours by regulations under the Hours of Work Act, namely, 16F, 19 and 29B, must now be paid overtime rates for all hours worked in excess of eight in the day and 44 in the week. Formerly, these employees could be paid at the regular rate for hours worked beyond the daily and weekly limits. However, the Board may vary the overtime provision with respect to the employees mentioned above and also in the case of employees of any part of the mercantile industry which it has exempted from the operation of the Hours of Work Act after taking into consideration the nature and conditions of employment and the welfare of the employees.

As is usual in such orders, a daily guarantee provision is included. An employee reporting for work on the call of an employer is to receive a minimum of two hours' pay at the regular rate unless his condition is such that he is not competent to perform his duties or has failed to comply with the accident-prevention regulations of the Workmen's Compensation Board. If he commences work, he is to receive four hours' pay except where his work is suspended because of inclement weather or other reasons completely beyond the control of the employer. School students reporting for work on school-days on the call of an employer are to be paid a minimum of two hours' pay at the regular rate.

As previously, provision is made for a weekly rest of 32 consecutive hours, which may be varied by the Board if both the employer and the employees make applications suggesting a different arrangement. There are also the usual provisions respecting semi-monthly pay, posting of orders and keeping of records.

### **Electronic Technicians**

The Board of Industrial Relations, in an order gazetted August 16 and effective October 1, increased the minimum wage of radio and electronic technicians from 80 cents an hour to \$1.50 an hour, the minimum wage payable in British Columbia to journeymen-tradesmen in other occupations. The new rate was established

following a public hearing at which representatives of the provincial council of the Radio Technicians' Association and the International Brotherhood of Electrical Workers requested amendments to the existing order.

Except that television receivers have been added to the list of equipment, the new order, Male and Female Minimum Wage Order No. 7 (1956) has substantially the same coverage as Order No. 7, 1948 (L.G. 1948, p. 1134), the order which it replaces. It applies to any employee engaged in the designing, repairing, adjusting and installing of radio and electronic equipment, including home radio receivers, television receivers and associated equipment, record-playing apparatus, public-address and audio-amplifier systems, and industrial electronic equipment and the designing, repairing and maintenance of long- and short-wave and ultra-high frequency receiving and transmitting equipment except a person employed as electronic technician in a radio-broadcast station or a person employed in a supervisory, managerial or confidential capacity.

As in the order for the mercantile industry, some variation of the minimum rate is also provided for. Persons for whose employment the Board has issued permits are to be paid the rates specified in the permit. Time and one-half the regular rate must be paid for all hours worked in excess of eight in the day and in excess of 44 in the week where the hours worked do not exceed eight in any one day. The same exceptions and variations of the overtime provision as those in the mercantile order described above are allowed.

The daily guarantee also applies. No provision is made in this order for a weekly rest period.

### **British Columbia Public Utilities Act**

The British Columbia Public Utilities Commission has ordered that effective July 1, 1956, the design, fabrication, installation, inspection, testing and safety aspects of operation and maintenance of gas transmission and distribution systems, including gas pipelines, gas compressor-stations, gas metering and regulating stations, gas-mains and gas services up to the outlet of the customer's meter set assembly, will be governed by section 8 of the American Standard Code for Pressure Piping (ASA B 31.1, 1955) respecting gas transmission and distribution systems unless otherwise required by law or exempted by the Commission.

The order was issued under authority of Section 28 of the Act, which allows the Commission to make regulations and orders regarding equipment, appliances, safety devices and other matters for the proper carrying out of the Act. It was approved by O.C. 1652 on July 4 and gazetted on August 9.

### **New Brunswick Minimum Wage Act**

The minimum wage for male employees in New Brunswick engaged in the canning or processing of fish, vegetables or fruits was increased from 55 cents to 65 cents an hour by a new minimum wage order which went into effect on August 1, replacing an order which had been in force since July 9, 1951.

For purposes of this order, the business of canning or processing fish, vegetables or fruits includes the drying, curing, salting, smoking or packing or adapting for sale or for use or transporting of any kind of fish, vegetables or fruits or their by-products.

This is the only male minimum wage order in effect in New Brunswick. Two female minimum wage orders issued in 1952 cover most of the women workers in the province; one order sets a minimum wage of 38 cents an hour for women in hotels and restaurants; a general order fixes a minimum wage of 40 cents an hour for women working in factories, shops, offices and other workplaces.

### **Ontario Hours of Work and Vacations with Pay Act**

Assigning a vacation-with-pay stamp book is now expressly forbidden in Ontario.

New regulations under the Hours of Work and Vacations with Pay Act authorized by O. Reg. 131/56 and gazetted on August 4 provide that a vacation-with-pay stamp book cannot be assigned but must be presented personally by the employee to whom it is issued on or after the 30th of June ending the period for which the book is issued to a branch of the Province of Ontario Savings Office or a branch of a chartered bank in Ontario.

The new regulations also stipulate that the employee is to sign the receipt for the cash equivalent of the stamps in the place provided in the stamp book in the presence of the person paying the cash. The new prescribed form for vacation-with-pay stamp books also contains a reminder that assigning of books is now prohibited.

Previously, although the intention of both the Act and regulations was that an employee should cash his own vacation-with-pay stamp books also contains a book to another person was not specifically prohibited. The regulations respecting vacations with pay (C.R.O. 144) merely provided that on presentation of his vacation-with-pay stamp book an employee was to receive the cash equivalent of the stamps affixed therein.

The stamp book system is used in Ontario in the construction industry and in other industries to give vacation credit on termination of employment.

### Quebec Industrial and Commercial Establishments Act

Special regulations designed to promote the safety of employees engaged in construction and excavation work and to protect the public were issued recently under the Quebec Industrial and Commercial Establishments Act, replacing regulations for construction yards authorized by O.C. 828 of July 12, 1950 (L.G. 1950, p. 1702). Approved by O.C. 652 and gazetted on August 4, the new regulations incorporate with minor changes the existing provisions of the regulations for construction yards and also set out special rules for trench-making operations, including provisions respecting shoring and timbering, drilling and explosives, ventilation and protective devices.

The new regulations apply to any location where a building is erected, altered, repaired, restored, rebuilt or demolished and to any excavation more than four feet deep where the depth exceeds the width. Municipal corporations as well as private firms are now bound by the rules, as the definition of employer has been revised to include a municipality as well as any person, partnership, firm or corporation acting on its own account or as an agent for another person for the execution of construction operations or for the excavating of open trenches.

As in the previous regulations there is a general statement that all necessary measures must be taken to secure the safety of both the public and the employees. Before starting operations an employer must send a written notice to the Chief Inspector of the Labour Inspection Office of the district where the operations are to be carried out, giving the date that work is expected to commence. If excavation work is contemplated he must now include drawings and specifications of the trench as well as the

names and addresses of the owner of the land and of the employer carrying out the excavation work.

Inspectors have been given some additional authority under the new regulations. An inspector may enter a construction yard or visit a trench at any time, day or night, and, as previously, may make any recommendation to the employer he deems advisable. All equipment used in construction or excavation work must be passed by the inspector, who may order any improvement, alterations or repairs he considers necessary. If the danger is imminent he may prohibit the use of any defective apparatus or tool and may order immediate repairs. In the event that an employer does not put up the temporary floors required by the regulations whenever a structural steel building is being built, the inspector may now order the evacuation of all or part of the building. For that purpose he may enlist the services of any municipal or provincial policeman or peace officer and may order a temporary floor to be laid immediately. Finally, an inspector is authorized to bring any operation to a standstill if he discovers that any regulation is not being observed.

As previously indicated, the regulations that deal primarily with construction yards are for the most part unchanged. Suitable natural or artificial lighting approved by the inspector must be provided for all places in a construction yard. Hoistways, elevators, cranes, derricks and other similar apparatus are required to meet specified safety standards. Scaffolding used in construction work or in trenches must conform with the provisions of the regulations under the Scaffolding Inspection Act. All temporary buildings must be solidly and safely built in order to avoid all possibilities of collapse. Temporary staircases are to be provided with firmly secured handrails.

The provisions respecting first aid, drinking water and sanitary facilities are the same as in the previous regulations except that they now apply to trench-making operations as well as to construction yards. First-aid boxes and stretchers are to be provided for every operation and, if the inspector considers it necessary, the employer must also hire the professional services of a nurse, certified orderly or doctor. There must be a sufficient quantity of pure, fresh drinking water, which is to be kept in hygienic containers. A place for the employees to eat and change their clothes must also be provided when required by the inspector.



Among the special rules for trenches is a provision which prohibits an employer from hiring persons under 18 years of age in connection with trench-drilling operations. No employee may work in a trench more than four feet deep unless he wears an approved protective hat provided by the contractor. The regulations also stipulate that no person is to be allowed to work alone in a trench exceeding 10 feet in depth.

When operations are carried out less than seven feet from the building lines of a public road, barriers, fences and guards must be installed on the edges of trenches and must be kept in place until operations are completed. Trenches more than four feet deep are to be shored and timbered with good quality material in accordance with the regulations.

The shoring must extend at least one foot above the top of the trench except when the inspector gives permission to do otherwise and except when the trench is cut in solid rock or the sides are sloped within four feet of the bottom of the trench so that the sloped sides of the trench do not have more than two feet of vertical rise to each foot of horizontal run. In some cases the inspector may order the vertical walls timbered on their entire surface. When the sides of a trench are sloped but not to within four feet of the bottom of the trench the shoring and timbering must be fitted with toe-boards to prevent material rolling down the slope into the trench. Shoring and timbering may be removed only by skilled workers and only after operations have been completed.

When one or more drilling machines are used in a trench, an adequate supply of water must be kept at the drill hole. The inspector may also require the employer to instal a special hose system to direct a water jet into the holes drilled. If necessary he may order proper dust collectors installed to disseminate dust produced by the drilling machine.

The regulations provide that persons storing, handling or using explosives must comply with the "Regulations respecting the handling and use of explosives" under the Industrial and Commercial Establishments Act. They also specify that every firing circuit in connection with blasting operations is to be broken outside the trench at a point and in a manner satisfactory to the inspector.

In trenches where gases or fumes are likely to be present, sufficient mechanical ventilation is to be provided to protect the health and safety of the workers.

Internal combustion engines may not be operated unless adequate provisions have been made to ensure that exhaust gases and fumes are discharged far enough from the trench that they will not return and accumulate in the trench.

No tools, machinery, timber, rock or other materials may be placed or stored within four feet of the trench. The contractor must also see that horses and vehicles are kept at least four feet away from the edge of the trench so that there will be no danger of a cave-in from vibration. Ladders extending at least two feet above the trench or other approved means of escape are to be provided in every trench.

### **Saskatchewan Apprenticeship and Tradesmen's Qualification Act**

Regulations under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act respecting the carpentry trade, the motor vehicle body repair trade and the sheet metal trade authorized by O.C. 1625/56 were gazetted August 3, amending provisions in the general regulations approved by O.C. 2120/53 (L.G. 1953, p. 1816). The new regulations are similar to regulations recently issued for the motor vehicle mechanics repair trade, the plumbing trade and the electrical trade (L.G., July, p. 884) in that they set a province-wide ratio of apprentices to journeymen and provide for indenturing apprentices to the Director of Apprenticeship.

In the carpentry trade and the motor vehicle body repair trade, the ratio of apprentices to journeymen is still one to three, with one apprentice being allowed where fewer than three journeymen are employed. An employer in the sheet metal trade may engage one apprentice for every two journeymen employed but in an establishment where fewer than two journeymen are employed he is permitted one apprentice.

Under authority of a 1954 amendment to the Act which allows the Lieutenant-Governor in Council to set a province-wide ratio in any designated trade, the regulations provide that in the carpentry trade and the motor vehicle body repair trade the number of registered apprentices must not exceed one-third of the total number of journeymen engaged in these trades in the province. In the sheet metal trade, the total number of apprentices may not exceed one-half the total number of journeymen.

*(Continued on page 1285)*

# Unemployment Insurance

## Monthly Report on Operation of the Unemployment Insurance Act

Claims for benefit in July up 33 per cent from June but down 10 per cent from year earlier. Statistics\* show claimants in "live" file at month-end numbered 138,467 compared with 136,032 at the end of June

Initial and renewal claims for unemployment insurance benefit in July rose 33 per cent from those of the previous month but were 10 per cent lower than in July 1955.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 73,547 claims were received at local offices of the Unemployment Insurance Commission across Canada, compared with 55,212 during June and 81,578 during July 1955.

Claimants having an unemployment register in the "live file" numbered 138,467 (82,239 males and 56,228 females) on July 31, as against 136,032 (82,287 males and 53,745 females) on June 29. On July 29, 1955, this total was 167,728 (108,034 males and 59,694 females).

Adjudications on initial and renewal claims during July totalled 66,910, entitlement to benefit being granted in 50,091 or 75 per cent of the cases. The number of "benefit periods not established" during July was 9,957, representing 66 per cent of the initial claims on which the decision was "not entitled to benefit". Total disqualifications (*i.e.*, those arising from initial, renewal and revised claims) were 13,424, of which the chief reasons were: "voluntarily left employment without just cause", 3,838 cases; "not capable of and not available for work", 3,811 cases and "refused offer of work and neglected opportunity to work", 2,042 cases.

New beneficiaries during July numbered 37,544, in comparison with 43,403 in June and 49,990 in July 1955.

Benefit payments amounted to \$7,927,559 in respect of 436,797 weeks compensated during July, as against \$9,930,856 and 538,014 weeks for June and \$8,947,552 and 2,960,905 days for July 1955.

A total of 396,006 weeks (or close to 91 per cent) were categorized as "complete weeks". Of the 40,791 partial weeks, 24,638 or 60 per cent were due to "excess earnings".

The estimated number of beneficiaries was 104.0 thousand for July, 128.1 thousand for June and 132.4 thousand for July 1955.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July show that insurance books or contribution cards were issued to 3,520,846 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1956.

As at July 31, employers registered numbered 287,467, an increase of 549 during the month.

### Enforcement Statistics

During July, 4,428 investigations were conducted by district investigators across Canada. Of these, 3,725 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions. The remaining 703 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 65 cases, 2 against employers and 63 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 394.\*

\*These do not necessarily relate to the investigations conducted during this month.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

## Unemployment Insurance Fund

Revenue received in July totalled \$20,721,560.42 compared with \$19,771,219.25 in June and \$19,373,817.50 in July 1955. Benefit payments in July amounted to

\$7,906,932.01, compared with \$9,910,895.71 in June and \$8,926,477.96 in July 1955. The balance in the fund at July 31 was \$864,671,166.80; at June 30 there was a balance of \$851,856,538.39 and at July 31, 1955, of \$838,261,453.80.

# Decisions of the Umpire Under the Unemployment Insurance Act

## Decision CUB-1266, July 25, 1956

### *Translation*

**Summary of the facts:** The claimant filed an initial claim for benefit on February 7, 1956, stating that he had worked as pattern maker for the Canadian Allis-Chalmers Ltd., from 1955 to February 6, 1956, when he lost his employment on account of a labour dispute.

From the evidence on file, Canadian Allis-Chalmers Ltd. had a collective agreement with the International Union of Electrical, Radio and Machine Workers. This union is the bargaining agent for all the plant employees except pattern makers, apprentice pattern makers, watchmen, gatemen, salaried workers and supervisors. When this contract expired, a dispute took place between the interested parties, which finally culminated in a strike on February 6, 1956.

The employer stated in the confirmation of separation that the claimant lost his employment because, although not on strike, he had refused to cross the picket line.

The insurance officer disqualified the claimant from receipt of benefit, under section 63(1) of the Act, for the duration of the stoppage of work.

The claimant appealed to a board of referees and stated that he and ten other members of his union (the association of pattern makers) who were employed at the Canadian Allis-Chalmers Ltd. were not at all interested in the labour dispute, that they had not participated therein or financed it in any way, but that they had tried to go to work and had been stopped by the picket line. The board of referees which heard the claimant's representative, Fabien Charron, business agent for the pattern makers' association in Montreal, on April 11, 1956, unanimously reversed the insurance officer's decision.

The Chief Claims Officer appealed to the Umpire on May 1, 1956, alleging that, even if the claimant were not directly interested in the labour dispute, the fact that neither he nor the workers of his grade or class had crossed or tried to cross the picket line proved *prima facie* that they had participated in the labour dispute within the meaning of section 63(2) of the Act; that the claimant had to prove that he and the workers of his grade or class were justified, under the existing circumstances, in refraining from attempting to return to work, which he had failed to do.

Mr. Charron requested a hearing before the Umpire, which was held in Montreal on July 12. Clément Beauchamp of the Unemployment Insurance Commission represented the Chief Claims Officer.

**Conclusions:** After carefully studying the documents on file and hearing the representations and observations made by Mr. Charron and Mr. Beauchamp, I see no valid reason to alter the unanimous decision of the board of referees.

There is no transcript of the evidence given before the board of referees and I must assume that this board, after taking into consideration the jurisprudence established by the Umpire with respect to the question of participation in a labour dispute, concluded that the claimant and the workers of his grade or class were justified in refraining from crossing the picket line. In fact, Mr. Charron stated at the hearing that he had submitted, in his evidence before the board of referees, that he had been warned personally, the day the strike broke out, by police officers and by the chief of the picket line that he should expect acts of violence if the eleven employees of his union, waiting near the plant in the hope of resuming work, tried to pass through the narrow entrance where some one hundred strikers were on guard.

Considering the circumstances and the fact that the representative of the Chief



Claims Officer failed to adduce evidence which could permit me to conclude that the court erred in deciding that the claimant and the workers of his grade or class had not participated in the dispute, I must dismiss the appeal.

### Decision CUB-1267, August 1, 1956

#### *Translation*

**Summary of the facts:** The claimants, who are regular employees of Canadian Car & Foundry Ltd. in Montreal, were temporarily laid off as from January 23 to March 16, 1956.

On January 25, during the period of unemployment, they found work in their usual occupation as welders at Canadian Allis-Chalmers Ltd. at Lachine. They were laid off following a stoppage of work due to a labour dispute which occurred at this plant on February 6, 1956.

From the evidence on file, Canadian Allis-Chalmers Ltd. had a collective agreement with the International Union of Electrical, Radio and Machine Workers, which is the bargaining agent for all the plant employees, except pattern makers, apprentice pattern makers, watchmen, gatemen, salaried workers and supervisors. When this contract expired, a dispute took place between the interested parties, which finally culminated in a strike on February 6, 1956.

The claimants filed renewal claims for benefit on February 6 and 7 and the Insurance Officer disqualified them, under section 63(1) of the Act, for the duration of the stoppage of work.

They appealed to a board of referees on February 22 and March 6 respectively, stating that they had worked only eight days for Canadian Allis-Chalmers Ltd., that they were not at all interested in the labour dispute in progress, that they had not participated therein or financed it in

any way and that they did not belong to a grade or class of workers participating in, financing or directly interested in the dispute.

On April 11, 1956, after hearing the claimants' representative, Julien Meloche, General Chairman of the Brotherhood of Railway Carmen of America, the board of referees unanimously decided that employment as a welder, which was the claimants' occupation at Canadian Allis-Chalmers Ltd., was included in the collective working agreement between the employer and the union interested in the labour dispute and that, therefore, they were interested within the meaning of the Act in the issue of the dispute.

From this decision the Brotherhood of Railway Carmen of America appealed to the Umpire. Mr. Meloche requested a hearing before the Umpire, which was held in Montreal on July 11. Clément Beauchamp of the Unemployment Insurance Commission represented the Chief Claims Officer.

**Conclusions:** The evidence clearly indicates that the two claimants were employed by Canadian Allis-Chalmers Ltd. when a strike broke out at that place. The evidence also clearly indicates that they were working as welders and that the International Union of Electrical, Radio and Machine Workers was negotiating, among other things, on behalf of welders in order to obtain better working conditions. Therefore, it follows that the claimants at least belonged to a grade of workers that, immediately before the commencement of the stoppage of work, included members employed by Canadian Allis-Chalmers Ltd., directly interested in the dispute.

The board of referees, therefore, rightly decided that they did not fulfill all the conditions stipulated in section 63(2) of the Act and I have no other alternative but to dismiss the appeal.

---

## SUB Plans Do Not Affect Unemployment Insurance

Supplementary unemployment benefit (SUB) plans submitted by six Canadian employers will not affect the entitlement of workers to unemployment insurance benefits, it was announced early this month by J. G. Bisson, Chief Commissioner of the Unemployment Insurance Commission. The decision is valid only for the life of the plans submitted.

Plans were submitted to the Commission for decision by: General Motors of

Canada Ltd. and subsidiaries, Fort Motor Co. of Canada Ltd., Massey-Harris-Ferguson Ltd., Continental Can Co. of Canada Ltd., Electric Auto-Lite Limited, and Colville Industries Ltd.

It is estimated that about 42,000 employees are affected.

The Commission also decided that no additional payment of contributions to the unemployment insurance fund would be required as a result of the employers' contributions to the SUB funds.

# Labour Conditions in Federal Government Contracts

## Wage Schedules Prepared and Contracts Awarded during August

### Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 207 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 142 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd. ....	3	\$134,700.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

## Wage Claims Received and Payments Made during August

During August the sum of \$4,812.91 was collected from eight employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 345 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Killarney Man:* Fossay & Desilets, construction of dam & concrete spillway. *Indian Head Sask:* Matheson Bros, construction of dam on Adair Creek between Indian Head & Broadview. *Venn Sask:* A N Duff, construction of canal, Lanigan Creek Diversion Canal. *Graham Alta:* C-M Construction, deepening of ditch on Bow River Project. *Hillspring Alta:* Harris Construction Co Ltd, construction of diversion works & canal headgate structure on Belly River, St Mary Project. *Lethbridge Alta:* Assiniboia Construction Co Ltd, construction of Belly River Diversion Canal, Contract No 1, St Mary Irrigation Project; Acorn Construction, construction of Belly River Diversion Canal, Contract No 2, St Mary Irrigation Project; W C Wells Construction Co Ltd, construction of Belly River Diversion Canal, Contract No 3, St Mary Irrigation Project; Good & Walker, construction of Belly River Diversion Canal, Contract No 4, St Mary Irrigation Project; National Paving Co Ltd, construction of Belly River Diversion Canal, Contract No 5, St Mary Irrigation Project; Remington Construction Co Ltd, construction of Belly River Diversion Canal, Contract No 6, St Mary Irrigation Project.

### Central Mortgage and Housing Corporation

*Tuft's Cove N S:* Cameron Contracting Ltd, construction of school extension. *Gagetown N B:* Brookfield Construction Co Ltd, construction of housing units, water & sewer service, etc. *Montreal Que:* W Collin Enrg, \*exterior painting of houses. *St Hubert Que:* Cambrian Construction Co, construction of school extension. *Camp Borden Ont:* Evans Contracting Co, site improvement & planting. *Fort William Ont:* Zanette Bros, repairs to basements. *Hagersville Ont:* Western Ontario Landscaping & Sodding, site improvement & planting. *Hamilton Ont:* Hamilton Construction Co, relocation & renovation of wartime houses. *Napanee Ont:* James Landscaping Co, site improvement & planting. *Petawawa Ont:* M Sullivan & Son Ltd, construction of school & extension to existing school. *Picton Ont:* George A Crowe, site improvement & planting. *Toronto Ont:* Louis Donalo (Ontario) Ltd, construction of apartment bldgs, Regent Park South. *Calgary Alta:* Conniston Construction Co, site improvement & planting. *Cumberland B C:* Courtenay Decorators, \*exterior painting.

### Department of Citizenship and Immigration

*Miramichi Indian Agency N B:* Solomn & Isaac Curry, construction of Burnt Church day school & teachers' residence. *St Augustin Indian Agency Que:* Georges Deschenes, construction of Natashquan day school. *Seven Islands Indian Agency Que:* Georges Vigeault, interior & exterior painting of Seven Islands residential school. *Fort Frances Indian Agency Ont:* W N Dalseg, construction of Sabaskong day school with attached teachers' quarters. *James Bay Indian Agency Ont:* Hill-Clark-Francis Ltd, alterations & additions to Moose Fort residential school dormitory. *Kenora Indian Agency Ont:* E R Norman, construction of day school at Cecilia Jeffrey residential school, Kenora Indian Agency. *Sault Ste Marie Indian Agency Ont:* Emile Marier, construction of Sagamook day school with attached teachers' quarters. *Dauphin Indian Agency Man:* Gibb & Ellwood Lumber Co Ltd, construction of teachers' residence, Ebb & Flow South Indian Reserve. *Crooked Lake Indian Agency Sask:* Holterman Construction, construction of teachers' residence at Cowessess residential school. *Kwawkeulth Indian Agency B C:* Stange Construction Co Ltd, construction of Quatsino day school & attached teachers' quarters; McGinnis Bros, construction of Tanaktouk day school & teachers' quarters. *West Coast Indian Agency B C:* Turner Contracting Co Ltd, construction of Opetah day school & attached teachers' quarters.



## Defence Construction (1951) Limited

*Halifax N S*: Reg H Steen Ltd, installation of steam distribution system, Windsor Park; R A Douglas Ltd, steel sheet piling repairs, HMC Dockyard; McDonald Construction Co Ltd, renewal of siding & insulation, bldg S-14, HMCS *Stadacona*. *Sydney N S*: Connolly & Twizell Ltd, supply & installation of auxiliary boiler equipment, steam & service lines, Point Edward Naval Base. *Cap de la Madeleine Que*: Municipality of Cap de la Madeleine, \*extension of municipal services to combined tank hangar & RCEME workshop. *Casey Que*: Coseley Engineering (Canada) Ltd, supply & erection of four prefabricated metal readiness hangars, RCAF Station. *Valcartier Que*: Berger-ville Estates Ltd, construction of vehicle gate house & outside services. *Val d'Or Que*: Coseley Engineering (Canada) Ltd, supply & erection of four prefabricated metal readiness hangars, RCAF Station. *Barriefield Ont*: Leeds Bridge & Iron Works Ltd, supply & erection of structural steel for QM & technical stores bldg & garage. *Camp Borden Ont*: Central Bridge Co Ltd, supply & erection of structural steel for physical training bldg. *Clinton Ont*: J G Kroetsch, conversion of coal furnaces to oil firing in 50 PMQs, RCAF Station. *Downsview Ont*: W A Moffat Co, application of insulated built-up roofs on bldgs, RCAF Station. *London Ont*: The Foundation Co of Canada Ltd, construction of Naval Division Bldg, HMCS *Prevost*. *North Bay Ont*: Standard Paving Ltd, construction of access road, PMQs development, RCAF Station. *Ottawa Ont*: Sirotek Construction Ltd, reconstruction of 600 yard markers' gallery, Connaught Rifle Ranges. *Petawawa Ont*: Bell Telephone Co of Canada, \*relocation of telephone cable in Mennin Road & Festubert Boulevard area. *Rockcliffe Ont*: Dominion Bridge Co Ltd, supply & erection of structural steel for barrack block, RCAF Station; J Becker Inc, installation of steam distribution system, RCAF Station. *MacDonald Man*: Randall & Co Ltd, construction of central heating plant & installation of steam heating system for hangars, RCAF Station. *Shilo Man*: Claydon Co, addition to underground steam distribution system; Malcom Construction Co Ltd, construction of officers' mess & quarters. *Winnipeg Man*: Evans Contracting Co Ltd, grading, seeding, sidewalks & fencing, Fort Osborne Barracks; Simmons Construction Co, construction of roads, walks & parking areas, RCAF Station. *Moose Jaw Sask*: Kipp Kelly Ltd, supply & installation of coal conveyor & hopper, RCAF Station. *Edmonton Alta*: Lockerbie & Hole (Western) Ltd, rehabilitation of underground steam distribution system, Griesbach Barracks; Lockerbie & Hole (Western) Ltd, \*rehabilitation of underground steam distribution system, house-keeping, maintenance, etc. *Ralston Alta*: Asphalt Services Ltd, construction of roads, curbs & sidewalks, Suffield Experimental Station. *Comox B C*: Coseley Engineering (Canada) Ltd, supply & erection of prefabricated readiness hangars, RCAF Station. *Sea Island B C*: C J Oliver Ltd, construction of ME garage extension & outside services, RCAF Station.

## Building and Maintenance

*Fredericton N B*: C W Ritchie, installation of heating system, Armoury. *Farnham Que*: P Baillargeon Ltd, parade square extension, Cadet Camp. *St Hubert Que*: Terrebonne Construction Inc, replacement of concrete floor, hangar No 2, RCAF Station. *Valcartier Que*: Beaver Asphalt Paving Co Ltd, seal coating of parade square. *Downsview Ont*: Warren Bituminous Paving Co Ltd, construction of roads, RCAF Station. *Fingal Ont*: Towland Construction Ltd, repairs to asphalt runway & drainage, No 6 Repair Depot. *Toronto Ont*: H J Kedrosky, installation & straightening of sashes, etc, RCCS Bldg. *Calgary Alta*: Bill Hopps & Co Ltd, exterior painting of 100 PMQs, Currie Barracks; Muri Paving & Construction Ltd, construction of sidewalks for PMQs, Currie Barracks. *Camp Chilliwack B C*: Rosenquist & Sons, exterior painting of 107 PMQs.

## National Harbours Board

*Montreal Que*: Argo Construction Ltd, construction of conveyor galleries, elevator "B"; Charles Duranceau Ltd, construction of conveyor galleries on Laurier Pier. *Quebec Que*: Marine Industries Ltd, dredging St Charles Estuary.

## Department of Northern Affairs and National Resources

*Revelstoke B C*: Engineering Drillers Ltd, drilling investigations on Columbia River & tributaries. *Golden B C*: Western Water Wells Ltd, drilling investigations on Columbia River & tributaries.

## Department of Public Works

*Englee Nfld*: Cameron Contracting Ltd, \*dredging. *Wesleyville Nfld*: Cyril Babb, wharf extension & shed. *Point Prim P E I*: J W & J Anderson Ltd, construction of breakwater & extension to wharf. *Rustico Harbour P E I*: Edward MacCallum, breakwater repairs; Edward MacCallum construction of roadway & landing surface. *Baker's Point N S*: Naugles Sand & Gravel Co Ltd, reconstruction of stem. *Brooklyn N S*: The J P Porter Co Ltd, \*dredging. *Dingwall N S*: The J P Porter Co Ltd, \*dredging. *L'Archeveque N S*: Maritime Dredging Ltd, \*dredging. *Little River N S*: L G & M H Smith Ltd, breakwater reconstruction. *Middle Point Cove N S*: Nova Scotia Sand & Gravel Ltd, breakwater repairs. *Brantville N B*: Denis LeBlanc, \*dredging. *Chockfish N B*: Roger LeBlanc, \*dredging. *Saint John N B*: Saint John Iron Works Ltd, \*construction of seven steel pontoons for Dredge PWD No 21. *Forestville Que*: Laurent Lagueux, enlargement of storage shed. *Matapedia Que*: Delphis Mailloux, painting steel structure of Interprovincial Bridge. *Mont Louis Que*: Gaspé Construction Inc, extension to shed. *Montreal Que*: B B Electric Co Ltd, installation of load centre, Customs Examining Warehouse, Youville Square. *Point Claire Que*: Standard Structural Steel Ltd, construction of pulp & paper research laboratory. *Riviere Ouelle Que*: The J P Porter Co Ltd, \*dredging. *Vercheres Que*: Gaston Dalpe, river bank protection. *Belle River Ont*: Dean Construction Co Ltd, \*dredging. *Hamilton Ont*: The J P Porter Co Ltd, \*dredging. *Madoc Ont*: Shore & Horwitz Construction Ltd, construction of post office bldg. *Olipphant Ont*: McKenzie Bros, \*dredging. *Ottawa Ont*: Dufort & Lavoie, repairs to arch bridge No 2, Ottawa-Hull Causeway. *Port Dover Ont*: The J P Porter Co Ltd, \*dredging. *Port Hope Ont*: Intrusion-Prepakt Ltd, reconstruction of breakwaters. *Sydenham River (Chenal Ecarte) Ont*: McQueen Marine Ltd, \*dredging. *Toronto Ont*: Ontario Marine & Dredging Ltd, harbour improvements & breakwater reconstruction, HMCS York. *Black Bay (Bushell) Sask*: Burns & Dutton Concrete & Construction Co Ltd, wharf extension. *Prince Albert National Park Sask*: Eskes Construction, construction of semi-detached staff residence. *Lac La Biche Alta*: Haddow Construction Ltd, construction of federal bldg. *Lethbridge Alta*: Oland Construction Ltd, additions & alterations to public bldg. *Prince Rupert B C*: Northwest Construction Ltd, improvements to fire protection system, construction of storage tank, etc, Miller Bay Indian Hospital. *Prince Rupert (Cow Bay) B C*: Skeena River Piledriving Co, repairs to floats. *Sidney B C*: Victoria Pile Driving Co Ltd, wharf repairs. *Vancouver B C*: E H Shockley & Son Ltd, construction of laboratory; The Bay Co (BC) Ltd, alterations to boiler & boiler room, Hycroft Veterans' Home; Fraser River Pile Driving Co Ltd, renewal of floats at Immigration Wharf. *Vancouver (False Creek) B C*: McKenzie Barge & Derrick Co, \*dredging. *Victoria B C*: Pacific Pile Driving Co Ltd, repairs & extension, Broughton St Wharf. *Uchuelet East B C*: I Ossinger, float renewal. *Yellowknife N W T*: O I Johnson Construction Ltd, construction of teacherage & houses.

## Department of Transport

*Big Duck Island N B*: W C Titus & G H McLaughlin, construction of two dwellings & demolition work. *Bird Rocks Que*: Gaspé Equipment & Transport Co Ltd, construction of two dwellings, storage bldg & demolition work. *Cap de la Madeleine Que*: Armand Joncas, construction of two dwellings. *Father Point Que*: Belvedere Enterprises Inc, construction of dwelling. *Fox River Que*: J A Plourde, construction of operations bldg, staff dwellings, garage, receiver bldg & related work. *Lauzon Que*: Davie Shipbuilding Ltd, \*construction of icebreaker, supply & buoy vessel. *Cabot Head Ont*: Thomas & Percy Spears, construction of dwelling. *Casselman Ont*: A Lanctot Construction Co Ltd, construction of radio beacon bldg & related work. *Smiths Falls Ont*: Howard S Clark, construction of radio beacon bldg & related work. *Welcome Island Ont*: E Anderson, construction of dwelling. *Churchill Man*: The Carter Construction Co Ltd, construction of apartment blocks & other bldgs. *Winnipeg Man*: North West Electric Co Ltd, construction of airport lighting facilities. *Beaverlodge Sask*: Standard Gravel & Surfacing of Canada Ltd, additional development at airport. *Swift Current Sask*: General Gravel Surfacing Co Ltd, additional development at airport. *Lethbridge Alta*: General Construction Co (Alta) Ltd, additional development at airport. *Merry Island B C*: Dunkley & Stewart Construction Co Ltd, construction of dwelling. *Terrace B C*: North Shore Construction Co Ltd, installation of airport lighting. *Yellowknife N W T*: Standard Gravel & Surfacing of Canada Ltd, additional development at airport.

# Wages, Hours and Working Conditions

## Average Weekly Salaries for Selected Office Occupations, 4 Cities, Oct. 1955

In metropolitan centres of Montreal, Toronto, Winnipeg and Vancouver, average salaries for office occupations in manufacturing increased slightly during 1955, mostly within range of 1 to 4 dollars a week

Average salaries for office occupations in manufacturing increased slightly during 1955 in the metropolitan centres of Montreal, Toronto, Winnipeg and Vancouver. Increases in the averages were mostly within the range of one to four dollars per week.

This was learned from returns from representative employers in the annual wage and salary survey at October 1, conducted by the Economics and Research Branch. Approximately 6,700 manufacturing establishments with about 200,000 office employees are covered by the survey.

The accompanying table shows the average weekly salaries for some 32 occupations in Montreal, Toronto, Winnipeg and Vancouver.<sup>(1)</sup> The number of clerical employees surveyed in 1955 are as follows: Montreal, 13,400; Toronto, 13,200; Winnipeg, 2,200; Vancouver, 2,000.

The average salaries for most occupations listed in the table are at relatively the same level for Montreal, Toronto and Vancouver, and slightly lower for Winnipeg. Highest average salaries for male occupations are for senior clerk and senior bookkeeper; for female occupations, for private secretary, senior clerk and senior bookkeeper. Among female occupations, junior typist, filing clerk and junior clerk have the lowest averages in the four cities.

No clear-cut pattern of salary increases seems applicable to office occupations from 1954 to 1955, except that averages for most occupations increased slightly in all four cities (for 1954 salaries, see LABOUR GAZETTE, Sept. 1955, p. 1075).

<sup>(1)</sup> A supplement to the report Wage Rates and Hours of Labour in Canada (Report number 38), to be published soon, will contain frequency distributions of office salaries for these four centres as well as averages and predominant ranges of salaries in 39 leading cities.

In several cases weekly salary increments amounted to from two to four per cent. A few of the averages for 1955 are slightly down from last year. The chief factor responsible for a lower average salary from year to year for one occupation is a change in the total number of employees reported at various salary rates. Such a change, in turn, is usually attributable in good part to shifts in employment in particular cities.

A comparison of the average weekly salaries for male office clerk, the largest occupational class, gives an indication of the salary trends in major cities in 1954 and 1955:

**Male Office Clerks—Montreal**

	1954	1955	Per cent change
	\$	\$	%
Senior clerk.....	71.92	75.40	+ 4.8
Interm. clerk.....	58.17	60.15	+ 3.4
Junior clerk.....	38.90	40.07	+ 3.0

**Male Office Clerks—Toronto**

	1954	1955	Per cent change
	\$	\$	%
Senior clerk.....	71.15	76.19	+ 7.1
Interm. clerk.....	56.78	57.85	+ 1.9
Junior clerk.....	43.01	43.56	+ 1.3

**Male Office Clerks—Winnipeg**

	1954	1955	Per cent change
	\$	\$	%
Senior clerk.....	68.83	70.53	+ 2.5
Interm. clerk.....	53.19	52.88	- 0.6
Junior clerk.....	36.62	38.83	+ 6.0



### Male Office Clerks—Vancouver

	1954	1955	Per cent change
	\$	\$	%
Senior clerk.....	75.53	76.63	+ 1.5
Interm. clerk.....	58.34	60.74	+ 4.1
Junior clerk.....	38.56	42.89	+11.2

These figures indicate that salaries for office work increased slightly from 1954 to 1955, although no pattern of salary increase existed according to experience or skill of the different occupations in the four cities considered.

### AVERAGE WEEKLY SALARIES FOR SELECTED OFFICE OCCUPATIONS IN MANUFACTURING, IN MONTREAL, TORONTO, WINNIPEG AND VANCOUVER OCTOBER 1, 1955

NOTE—Any monthly salaries reported were divided by 4 1/3 to convert to a weekly basis.

Occupation		Montreal	Toronto	Winnipeg	Vancouver
		\$	\$	\$	\$
Bookkeeper—Senior.....	Male	71 04	71 49	68 63	76 25
	Female	58 89	58 14	52 21	56 39
Junior.....	Male	53 21	58 29	48 84	58 85
	Female	44 91	47 45	40 53	46 22
Cost Accounting Clerk.....	Male	66 08	63 09	63 75	68 19
	Female	47 84	48 77	43 81	42 79
Filing Clerk.....	Male	37 98	40 91	.....	.....
	Female	36 15	39 65	30 28	37 35
Machine Operator—Billing.....	Female	43 60	45 61	41 36	43 61
Bookkeeping.....	Female	48 80	50 92	43 36	47 18
Calculating.....	Female	47 30	48 50	41 43	48 24
Key Punch.....	Female	43 76	47 47	35 21	42 88
Multilith.....	Male	52 72	51 59	59 80	.....
Tabulating.....	Female	51 60	56 05	45 12	52 11
Material Record Clerk.....	Male	59 45	60 79	54 03	63 12
	Female	44 32	44 09	36 85	42 49
Office Clerk—Senior.....	Male	75 40	76 19	70 53	76 63
	Female	58 55	55 81	45 56	51 35
Intermediate.....	Male	60 15	57 85	52 88	60 74
	Female	47 61	48 42	39 25	43 33
Junior.....	Male	40 07	43 56	38 83	42 89
	Female	35 81	40 01	32 17	35 76
Order Clerk.....	Male	62 02	62 23	53 69	57 99
	Female	46 36	46 69	34 48	43 28
Payroll Clerk.....	Male	60 64	61 10	54 42	65 53
	Female	47 48	49 17	41 23	47 95
Secretary (Private Secretary).....	Female	63 52	60 46	51 65	60 33
Stenographer—Senior.....	Female	53 12	52 09	45 12	48 55
Junior.....	Female	45 45	45 80	37 65	41 07
Telephone—Switchboard Operator.....	Female	44 55	46 10	36 71	42 25
Typist—Senior.....	Female	45 51	46 22	41 30	42 93
Junior.....	Female	38 86	40 35	32 79	38 09

## Working Conditions of Plant Employees

Greater proportion of plant workers on a five-day, 40-hour week in 1956 than in 1955. Trend continues towards longer vacations with a shortening of the service requirement and towards more paid holidays

The 1956 survey of working conditions reveals a greater proportion of plant workers on a five-day, 40-hour week, continuance of the trend towards longer vacations with a shortening of the service requirement, more paid statutory holidays, a widening in the practice of granting rest periods, and greater coverage under pension plans, group life insurance and wage loss insurance.

The proportion of workers in plants on a five-day week was over 85 per cent in 1956, noticeably higher than the previous year. Similarly, the proportion in plants having a schedule of 40 hours or less was greater in 1956 (62 per cent) than in 1955 (58 per cent). Fewer than 10 per cent of the workers in 1956 were in plants where 48 hours or more constituted a standard work week; this is a marked change from

# SUMMARY OF WORKING CONDITIONS OF PLANT EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Plant Employees			
	April 1, 1956	April 1, 1955	April 1, 1954	April 1, 1953
<b>Standard Weekly Hours—</b>				
40 and under.....	62.1	57.9	52.8	43.3
Over 40 and under 44.....	11.2	11.5	13.9	15.3
44.....	5.8	6.8	7.7	10.1
45.....	9.5	11.2	12.5	15.4
Over 45 and under 48.....	1.7	1.8	1.7	2.0
48.....	6.0	7.1	7.2	9.6
Over 48.....	3.7	3.7	4.2	4.3
Employees on a 5-day week (1).....	85.5	83.9	82.5	78.5
<b>Vacation with Pay—</b>				
Employees in establishments reporting one week or more with pay after 1 year or less.....		99.7	99.2	99.3
Employees in establishments reporting two weeks with pay.....	92.3	92.4	92.0	92.6
Two Weeks with pay				
After: 1 year or less.....	15.5	15.6	15.5	14.9
2 years.....	11.5	11.4	10.3	9.6
3 years.....	27.9	27.0	25.5	22.5
5 years.....	33.7	34.7	35.2	40.4
Other.....	3.7	3.7	5.5	5.2
Employees in establishments reporting three weeks with pay..	62.9	60.0	53.6	50.8
Three Weeks with pay				
After: less than 15 years.....	4.9	3.2	2.0	1.4
15 years.....	47.0	43.7	36.9	28.8
20 years.....	5.6	6.4	6.9	10.9
Other.....	5.4	6.7	7.8	9.7
Employees in establishments reporting four weeks with pay...	10.2	6.8	5.0	4.0
Four Weeks with pay				
After: 25 years.....	7.6	5.8	4.1	3.3
Other.....	2.6	1.0	0.9	0.7
<b>Paid Statutory Holidays—</b>				
Employees in establishments reporting paid statutory holidays	93.8	94.4	93.6	94.7
Employees in establishments where the following numbers of statutory holidays are paid for:				
1 to 5.....	11.8	14.3	17.2	17.0
6.....	8.4	12.6	13.1	14.5
7.....	12.0	11.2	11.3	12.6
8.....	51.5	47.3	43.4	41.4
More than 8.....	10.1	9.0	8.6	9.2
<b>Pension and Insurance Plans—</b>				
Employees in establishments reporting:				
Pension plan.....	64.7	61.1	59.3	.....
Group life insurance.....	86.8	85.6	83.4	.....
Wage loss insurance.....	77.3	74.7	73.9	.....
<b>Rest Periods</b>				
Employees in establishments reporting rest periods.....	65.7	.....	61.7	.....
Employees in establishments reporting two periods of 10 minutes each.....	42.7	.....	42.7	.....
<b>Group Hospital-Medical Insurance Plans</b>				
Employees in establishments reporting:				
Hospitalization.....	(2)	86.5	86.5	.....
Surgical benefits.....	(2)	86.2	82.4	.....
Physicians' services in hospital.....	(2)	70.4	64.8	.....
Physicians' home and office calls.....	(2)	45.8	41.5	.....

(1) Includes a small number of employees of establishments reporting alternate schedules of 5 and 5½ days.

(2) Not yet available.

The annual survey of working conditions conducted by the Department in April each year covers almost all manufacturing establishments which have 15 or more employees. In 1956, replies were received from about 6,200 establishments employing a total of about 800,000 non-office and 205,000 office employees. Breakdowns by industry and by province

of the information contained in the accompanying table will be available in tabular form shortly. They may be obtained upon request to the Economics and Research Branch, Department of Labour. Subsequent issues of the LABOUR GAZETTE will contain more detailed analyses of some of the topics covered in the present article.

the situation a decade ago, when this proportion was close to one half.

Three- and four-week vacations were reported for a larger proportion of plant employees, 63 and 10 per cent compared with 60 and 7 per cent in 1955. For three weeks, 15 years was the most common service requirement and for four weeks it was 25 years. A comparison of the figures in the table shows a tendency towards a shortening of the service requirement for three weeks over the past four years.

More than 61 per cent of the employees covered in 1956 enjoyed eight or more paid statutory holidays. In 1953, just over 50 per cent were granted eight or more. The practice of permitting rest periods was reported by plants accounting for about two-thirds of the employees.

The proportions of workers in plants reporting pension plans, group life insurance and wage loss insurance were slightly higher in 1956 than those reported a year previously.

## Prices and the Cost of Living\*

### Consumer Price Index, September 1956

Canada's consumer price index (1949=100) declined fractionally from 119.1 to 119.0 between August and September. In September last year the index stood at 116.8.

The food index, after a series of rather sharp increases since May of this year, declined to 115.5 from 115.9 in August. Prices for most fresh vegetables were lower, with a further large decrease for potatoes and a substantial decline in tomato prices bringing these two food items close to average September levels. Apple prices decreased and eggs were down slightly. However, most cuts of meats were up and coffee moved to a slightly higher level.

Small increases in both the rent and home-ownership indexes brought the shelter index from 133.0 to 133.1. Clothing price movements were minor in character, leaving the clothing index unchanged at 108.4. The household operation index rose from 116.8 to 117.1 as higher prices affected sub-groups for dry cleaning, furniture, floor coverings and utensils and equipment. Slightly lower prices for new automobiles were more than offset by increases for car repairs, local transportation fares and magazine subscriptions, moving the other commodities and services index from 121.3 to 121.4.

Group indexes one year earlier (September 1, 1955) were: food 113.7, shelter 130.0, clothing 107.8, household operation 115.9, and other commodities and services 117.9.

### City Consumer Price Indexes, August 1956

Consumer price indexes (1949=100) were higher in eight of the ten regional cities between July and August 1956.

Increases in the Toronto, Edmonton-Calgary and Vancouver indexes were all smaller than the 0.5-per-cent increase in the Canada index; a 0.8-per-cent increase in the Ottawa index was slightly larger than the increase in the national index. Increases in the St. John's, Halifax and Saint John indexes, ranging from 1.3 to 1.9 per cent, were all substantially larger than the upward movement in the Canada index. The Montreal index showed a decline of 0.2 per cent while the index for Winnipeg was 0.5 per cent lower in August than in July.

Changes in the food indexes accounted for most of the change in the total indexes. In Montreal and Winnipeg, where the total indexes declined 0.2 and 0.5 per cent respectively, the food indexes decreased 0.4 and 1.9 per cent respectively. In the three eastern maritime cities, where the total indexes showed the greatest upward movements of the ten regional cities, the food indexes also showed sharp increases of 4.5 per cent in Halifax, 4.6 per cent in Saint John and 6.2 per cent in St. John's. The other five cities had increases in their food indexes ranging from 1.2 per cent in Saskatoon-Regina to 2.0 per cent in Ottawa.

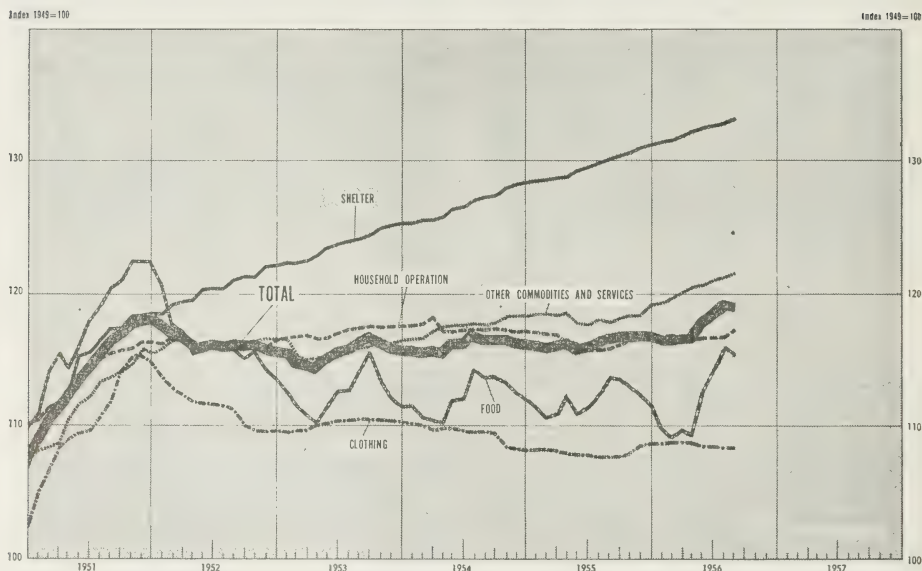
Regional consumer price index point changes between July and August were as follows: St. John's +2.1 to 110.2;\* Halifax +1.6 to 117.6; Saint John +1.6 to 120.3; Ottawa +1.0 to 120.4; Saskatoon-Regina

\*See Tables F-1 and F-2 at back of book.

\*On base June 1951=100.



# CONSUMER PRICE INDEX FROM JANUARY 1951



+0.6 to 116.2; Toronto +0.5 to 122.0; Edmonton-Calgary +0.4 to 116.1; Vancouver +0.3 to 119.6; Winnipeg -0.6 to 117.0; Montreal -0.2 to 118.9.

## Wholesale Prices, August 1956

Canada's general wholesale price index (1935-39=100) advanced 0.2 per cent to 227.0 in August from 226.6 in July. A year earlier it stood at 219.7. This marks the tenth consecutive month that the index has advanced.

The increase between July and August was mainly due to an increase in iron and steel products. This group advanced 3.3 per cent to 243.8 from 235.9. Of the remaining seven major component groups, three advanced, three receded and one remained unchanged.

Fibres, textiles and textile products moved up 0.6 per cent to 230.1, animal products rose 0.5 per cent to 234.0, and increases in aluminum ingot, silver and tin offset a decrease in copper and moved non-ferrous metals up 0.1 per cent to 195.4.

Non-metallic minerals remained unchanged at 180.3 when increases in bricks and crushed stone balanced decreases in building stone and sulphur.

Chemicals and allied products receded 0.1 per cent to 180.9 due to a decrease in ammonium nitrate. A drop of 2 per

cent in vegetable products to 198.6 was caused mainly by a seasonal decrease in potato prices. Wood, wood products and paper fell 0.2 per cent to 303.8.

**The index of Canadian farm product** prices at terminal markets (1935-39=100) declined 5.4 per cent to 214.4 from 226.6, reflecting substantial losses in the field products group, which recorded a drop of 13.1 per cent to 171.1 from 196.9. A major factor was the seasonal readjustment of potato prices, particularly on eastern markets. The animal products index was fractionally higher in the same period, rising 0.5 per cent to 257.6 from 256.4.

**The index of residential building material** prices (1935-39=100) remained virtually unchanged at 293.8 in August, only one-tenth point under July. Decreases in the prices of fir timber and cedar shingles were almost balanced by increases for a few steel and steel product items.

**The non-residential building materials** price index (1949=100), advanced 1.7 per cent during August to 129.3 from 127.1. Chiefly responsible for the increase were higher prices for steel component items, reflected mainly in the steel and metal work and plumbing and heating group indexes. The cement, sand and gravel group was also slightly higher, while

moderate decreases were reported for building stone and structural lumber.

### U.S. Consumer Price Index, August 1956

The United States consumer price index (1947-49=100) dipped 0.2 per cent between mid-July and mid-August, registering its first decline in seven months. The index for August stood at 116.8, a figure 2 per cent above that of August last year (114.5) but 0.2 per cent below the record 117 recorded in July this year.

### U.K. Index of Retail Prices, July 1956

The United Kingdom index of retail prices (Jan. 17, 1956=100) declined from 102.4 in mid-June to 102.0 in mid-July, the third consecutive drop in the Ministry of Labour's index.

The drop from 102.7 to 102.5 between mid-April and mid-May was the first since revision of the index to its new base. Then, between mid-May and mid-June, it declined to 102.4.

## Strikes and Lockouts

### Canada, August 1956\*

A substantial number of strikes and lockouts involving comparatively few workers brought the total number of stoppages in existence during August to the highest figure for any month since July 1952. Nineteen of the 52 disputes in August involved fewer than 50 workers in each case.

Preliminary figures for August 1956 show a total of 52 strikes and lockouts in existence, involving 13,463 workers, with a time loss of 87,710 man-working days, compared with 39 strikes and lockouts in July 1956, with 9,193 workers involved and a loss of 57,820 days. In August 1955 there were 26 strikes and lockouts, 6,449 workers involved and a loss of 92,225 days.

For the first eight months of 1956 preliminary figures show a total of 167 strikes and lockouts, involving 69,686 workers, with a time loss of 959,875 days. In the same period in 1955 there were 113 strikes and lockouts, 33,947 workers involved and a loss of 556,985 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in August 1956 was 0.10 per cent of the estimated working time; July 1956, 0.07 per cent; August 1955, 0.11 per cent; the first eight months of 1956, 0.14 per cent; and the first eight months of 1955, 0.08 per cent.

The demand for increased wages was a factor in 30 of the 52 stoppages in existence during August. Of the other disputes, eight arose over employment, layoff and suspension of workers; six over union questions; four over causes affecting conditions of work; two over reduced wages; and two were sympathy stoppages.

Of the 52 stoppages in existence during August, six were settled in favour of employees, three in favour of the employer, 11 were compromise settlements and eight were indefinite in result, work being resumed pending final settlement. At the end of the month 24 disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal, on February 23, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal, on April 20, 1955.)

### Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*).

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in June 1956 was 205 and 29 were still in progress from the previous month, making a total of 234 during the month. In all stoppages of work in progress, 37,900 workers were involved and a time loss of 138,000 days caused.

\*See Tables G-1 and G-2 at back of book.

Of the 205 disputes leading to stoppages of work that began in June, 19, directly involving 5,500 workers, arose over demands for advances in wages, and 71, directly involving 9,700 workers, over other wage questions; four, directly involving 400 workers, over questions as to working hours; 14, directly involving 1,500 workers, over questions respecting the employment of particular classes or persons; 96, directly involving 13,600 workers, over other questions respecting working arrangements; and one, directly involving 100 workers,

was in support of workers involved in another dispute.

## United States

Preliminary figures for July 1956 show 400 work stoppages resulting from labour-management disputes beginning in the month, involving 620,000 workers. The time loss for all work stoppages in progress during the month was 13,600,000 days. Corresponding figures for June 1956 were 350 stoppages, 115,000 workers and a loss of 2,100,000 days.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 98.

## Accident Prevention

1. GREAT BRITAIN. NATIONAL JOINT ADVISORY COUNCIL. *Industrial Accident Prevention; a Report of the Industrial Safety Sub-Committee of the National Joint Advisory Council*. London, H.M.S.O., 1956. Pp. 36. Dame Mary Smieton, chairman of Sub-Committee.

The Sub-Committee was appointed to examine the problem of accidents in factories and other places of industrial employment subject to the Factories Acts and to recommend to the Council on ways and means of cutting down the accident rate.

2. INTERNATIONAL LABOUR OFFICE. *Safety in the Construction Industry*. Second Item on the Agenda. Geneva, 1955. Pp. 140.

At head of title: Report 2. International Labour Organization. Building, Civil Engineering and Public Works Committee. 5th sess., Geneva, 1956.

This report points out what has been done and what remains to be done by governments and by employers and workers to promote safety in the construction industry.

## Annual Reports

3. AUSTRALIA. PUBLIC SERVICE BOARD. *Thirty-First Report on the Public Service of the Commonwealth*.... Canberra, Government Printer, 1955. Pp. 27.

4. AUSTRALIAN STEVEDORING INDUSTRY BOARD. *Sixth Report with Financial Accounts, Year ended 30th June 1955*. Sydney, 1956. Pp. 57.

5. BRITISH COLUMBIA. CIVIL SERVICE COMMISSION. *Report from January 1st to December 31st, 1955*. Victoria, Queen's Printer, 1956. Pp. 36.

6. BRITISH COLUMBIA. DEPARTMENT OF TRADE AND INDUSTRY. *Report for the Year ended December 31st, 1955*. Victoria, Queen's Printer, 1956. Pp. 62.

7. BRITISH GUIANA. COMMISSIONER OF LABOUR. *Annual Report for the Year 1952*. Georgetown, 1956. Pp. 46.

8. BRITISH IRON AND STEEL FEDERATION. *Annual Report, 1955*. London, 1956. Pp. 54.

9. BUREAU OF RAILWAY ECONOMICS, WASHINGTON, D.C. *A Review of Railway Operations in 1955*. Washington, 1956. Pp. 43.

10. CANADA. BUREAU OF STATISTICS, Canada, 1956; *the Official Handbook of Present Conditions and Recent Progress*. Ottawa, Queen's Printer, 1956. Pp. 313.

11. CANADA. DEPARTMENT OF EXTERNAL AFFAIRS. *Report, 1955*. Ottawa, Queen's Printer, 1956. Pp. 55.

12. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General*. First Item on the Agenda. Geneva, 1956. Pp. 130.

At head of title: Report 1. International Labour Conference. Thirty-Ninth Session, Geneva, 1956.



Contents: The Labour and Social Situation. Rural-Urban Employment Relationship. Activities of the ILO.

13. MANITOBA. CIVIL SERVICE SUPERANNUATION BOARD. *The Manitoba Civil Service Superannuation Fund; Sixteenth Annual Report for the Fiscal Year ending 31st March, 1955*. Winnipeg, 1955. Pp. 17.

14. NATIONAL BUREAU OF ECONOMIC RESEARCH. *Government in Economic Life* by Solomon Fabricant. *Thirty-Fifth Annual Report*. New York, 1955. Pp. 78. A Record of 1954 and Plans for 1955.

15. NATIONAL INSTITUTE OF HOUSEWORKERS. *Annual Report, 1955-56*. London, 1956. Pp. 7.

16. ROYAL SOCIETY FOR THE PREVENTION OF ACCIDENTS. *Thirty-First Annual Report, 1954-55*. London, 1955. Pp. 28.

17. SASKATCHEWAN. DEPARTMENT OF SOCIAL WELFARE AND REHABILITATION. *Annual Report for the Fiscal Year April 1, 1954 to March 31, 1955*. Regina, Queen's Printer, 1956. Pp. 91.

18. SOUTH AUSTRALIA. FACTORIES AND STEAM BOILERS DEPARTMENT. *Annual Report for the Year ended 31st December 1954*. Adelaide, Government Printer, 1955. Pp. 28.

19. U.S. INTERSTATE COMMERCE COMMISSION. BUREAU OF TRANSPORT ECONOMICS AND STATISTICS. *Accident Bulletin, No. 121. Summary and Analysis of Accidents on Steam Railways in the United States subject to the Interstate Commerce Act, Calendar Year 1952*. Washington, G.P.O., 1953. Pp. 95.

20. U.S. INTERSTATE COMMERCE COMMISSION. BUREAU OF TRANSPORT ECONOMICS AND STATISTICS. *Sixty-Seventh Annual Report on the Statistics of Railways in the United States for the Year ended December 31, 1953*... Washington, G.P.O., 1956. Pp. 616.

21. UTTAR PRADESH, INDIA. CHIEF INSPECTOR OF FACTORIES. *Annual Report on the Working of the Factories Act, 1948 in the State of Uttar Pradesh for the Year 1953*. Allahabad, 1955. Pp. 115.

## Automation

22. GREAT BRITAIN. DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH. *Automation; a Report on the Technical Trends and Their Impact on Management and Labour*. London, H.M.S.O., 1956. Pp. 106.

This report discusses automatic control systems and electronic computers. It describes some of the advantages and disadvantages of automation.

23. MITCHELL, DONALD G. *Opportunities Unlimited; the Story of Mechanization in the Electronics Industry*. Abstract of a Statement before the subcommittee on Economic Stabilization of the Joint Congressional Committee on the Economic Report, Washington, D.C., October 18, 1955. New York, Sylvania Electric Products, Inc., 1955. Pp. 26.

The author is chairman and president, Sylvania Electric Products, Inc.

24. U.S. BUREAU OF LABOR STATISTICS. *A Case Study of a Company Manufacturing Electronic Equipment*. Washington, 1955. Pp. 20.

This study describes automatic production methods at a company manufacturing electronic equipment. It describes what changes have occurred, the effects on employment, production and working conditions and tells of some of the adjustments made by management and labor.

25. U.S. BUREAU OF LABOR STATISTICS. *The Introduction of an Electronic Computer in a Large Insurance Company*. Washington, 1955. Pp. 16, 3.

"This study describes the introduction of an electronic computer in a large life insurance company. It describes the nature of the innovation, indicates some of its effects on employment, productivity and working conditions, and outlines the methods of adjustment adopted by management."

## Congresses and Conventions

26. BRITISH COLUMBIA FEDERATION OF LABOUR. *Proceedings, Twelfth Annual Convention, November 19th and 20th, 1955*, Vancouver, B.C. Vancouver, 1955. Pp. 84, 20.

27. CONGRESS OF IRISH UNIONS. *Eleventh Annual Meeting; Being the Report of the Central Council and the Report of the Proceedings of the Eleventh Annual Meeting held at Cork, July 13th, 1955, and Following Days*. Dublin, 1955. Pp. 198.

28. INTERNATIONAL FEDERATION OF UNIONS OF EMPLOYEES IN PUBLIC AND CIVIL SERVICES. *Report of the Congress held at Zurich, Switzerland, July 5-7, 1955*. London, 1955. Pp. 37, 7.

29. INTERSTATE CONFERENCE OF EMPLOYMENT SECURITY AGENCIES. *Report of Proceedings of 19th Annual Meeting, St. Louis, Missouri, September 22-25, 1955*. Washington, 1956? Pp. 122.

30. ONTARIO FEDERATION OF LABOUR. *Proceedings, Thirteenth Annual Convention*. Toronto, 1956. Pp. 6, 13.

31. SASKATCHEWAN CIVIL SERVICE ASSOCIATION. *Proceedings and Minutes of the 43rd Annual Convention held in... Regina, May 16, 17 and 18, 1956*. Regina, 1956. Pp. 118.

## Economic Conditions

32. COMMITTEE FOR ECONOMIC DEVELOPMENT. *Economic Development Abroad and the Role of American Foreign Investment; a Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development*. New York, 1956. Pp. 35.

33. U.S. BUREAU OF LABOR STATISTICS. *Economic Sector Indexes, January 1947-July 1955*. Washington, 1955. Pp. 20.

At head of title: Wholesale price index series (1947-49=100).

## Economics

34. COUNCIL FOR ADVANCEMENT OF SECONDARY EDUCATION. *Requisites for Economic Literacy*. Washington, 1956. Pp. 29.

At head of title: Study on Economic Education of the Council for Advancement of Secondary Education.

The authors state that the term "economic literacy" is used "to denote the possession of that basic equipment in economic understanding and skills needed by the citizen for intelligent and responsible participation in the everyday activities of a modern economy."

35. SCHOEFFLER, SIDNEY. *The Failure of Economics, a Diagnostic Study*. Cambridge, Harvard University Press, 1955. Pp. 254.

The author says that professional economists are unable to make dependable predictions. He asserts that in the field of public policy the most sensible recommendations are often made by businessmen or government officials whose training has been in some field other than economics.

## Education

36. AMERICAN FEDERATION OF TEACHERS. COMMISSION ON EDUCATIONAL RECONSTRUCTION. *Organizing the Teaching Profession; the Story of the American Federation of Teachers*. Glencoe, Ill., Free Press, 1955. Pp. 320.

"This book tells the story of the founding and the development of a national organization of teachers..."

37. GREAT BRITAIN. MINISTRY OF EDUCATION. *Technical Education*. London, H.M.S.O., 1956. Pp. 43.

Presented to Parliament by the Minister of Education and the Secretary of State for Scotland.

This pamphlet points out the need for training more British scientists, engineers and technicians in order to keep pace with other countries.

38. KATZ, JOSEPH, ED. *Canadian Education Today; a Symposium*. Toronto, McGraw-Hill, 1956. Pp. 243.

This symposium shows the aims and problems of Canadian education and describes educational institutions from pre-school to university.

39. WALL, W. D. *Education and Mental Health; a Report based upon the Work of a European Conference by UNESCO at the Musée Pédagogique in Paris November-December 1952*. Paris, UNESCO, 1955. Pp. 347.

This publication summarizes the results of the Regional Conference on Education and the Mental Health of Children in Europe, Paris, 27 November to 17 December 1952.

## Education, Vocational

40. BIRMINGHAM PRODUCTIVITY ASSOCIATION. *Gaining Skill... A Report of an Investigation into the Training of Industrial Apprentices in Western Germany*. Birmingham, 1955. Pp. 57.

The Association sent a team to West Germany "to investigate, examine and report on the operation of craft apprenticeship training schemes in West German factories, and on the certification procedure for skilled workers."

41. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Vocational Education and Training in Britain*. London, 1955. Pp. 14, 3.

42. SUPER, DONALD EDWIN. *Appraising Vocational Fitness by Means of Psychological Tests*. 1st ed. New York, Harper, 1949. Pp. 727.

Partial Contents: Testing and Diagnosis in Vocational Guidance. Testing and Prediction in Vocational Selection. Methods of Test Construction, Standardization, and Validation. The Nature of Aptitudes and Aptitude Tests. Test Administration and Scoring. Intelligence. Proficiency. Clerical Aptitude: Perceptual Speed. Manual Dexterities. Mechanical Aptitude. The Nature of Interests. Personality, Attitudes, and Temperament. Using Test Results in Counselling.

## Efficiency, Industrial

43. ASSOCIATION OF BRITISH CHEMICAL MANUFACTURERS. *Notes on Work Study. No. 1, How to start*. London, 1955? Pp. 9.

Work Study is recommended as a means of increasing productivity. Suggestions are made concerning its introduction and application in the plant.

44. EDWARDS, RONALD STANLEY. *Science, Management, and Modern Industry*. A Lecture delivered in Melbourne, Sydney, and Hobart in September-October 1954

under the auspices of the Commonwealth Scientific and Industrial Research Organization in association with the Australian Institute of Management (Melbourne Division), the Chamber of Manufacturers of New South Wales, and various learned societies in Hobart. Melbourne, Commonwealth Scientific and Industrial Research Organization, 1955. Pp. 12.

### Employment Management

45. ARIZONA PUBLIC SERVICE COMPANY. *Supervisory Conference Program; How to develop an In-Plant Supervisory Conference Program.* Chicago, Dartnell Corporation, 1955. Pp. 32.

This is the conference program adopted by Arizona Public Service Company for its supervisors. All management people from foremen to the president participate.

46. DARTNELL CORPORATION, CHICAGO. *Trends in Vacation Policies, 1956.* Chicago, 1956. Pp. 25.

This report, based on replies to questionnaires sent to 225 companies, shows a trend towards more generous vacation policies.

47. RESEARCH INSTITUTE OF AMERICA, Inc. *How to handle a Hot Potato; Grievances, Complaints, Gripes.* New York, 1955. Pp. 8.

### Labour Laws and Legislation

48. LORENTSEN, EDITH. *Fifty Years of Labour Legislation in Canada*, by Edith Lorentsen and Evelyn Woolner. Ottawa, Dept. of Labour, 1950. Pp. 47.

Reprinted from the LABOUR GAZETTE, Sept. 1950.

49. U.S. NATIONAL LABOR RELATIONS BOARD. *Rules and Regulations, Series 6, as amended and Statements of Procedure. Labor Management Relations Act, 1947 as amended October 22, 1951.* Washington, G.P.O., 1956. Pp. 84.

### Labour Organization

50. MEANY, GEORGE. *What Organized Labor expects of Management*, by George Meany; *What Management expects of Organized Labor*, by Charles R. Sligh. New York, National Association of Manufacturers, 1956. Pp. 19.

These are two talks delivered at the Congress of American Industry held in New York in December 1955.

51. TRADES UNION CONGRESS. *What the T.U.C. is doing. Spring 1956.* London, 1956. Pp. 48.

### Labouring Classes

52. BRYN MAWR COLLEGE. SUMMER SCHOOL FOR WOMEN WORKERS IN INDUSTRY. *Labor. Drama.* Experiments in Labor Dramatics at the Bryn Mawr Summer School for Women Workers in Industry. Bryn Mawr, Penn., 1932. Pp. 35.

53. EDITORIAL RESEARCH REPORTS. *Forced Labor and Slavery*, by William T. Stone. Washington, 1955. Pp. 199-216.

A survey of forced labor in the world today.

54. HECHT, JEAN. *The Domestic Servant Class in Eighteenth-Century England.* London, Routledge & Kegan Paul, 1956. Pp. 240.

Domestic servants formed one of the largest occupational groups in 18th century England. This book discusses among other things: sources from which servants were drawn, the means by which they were recruited, the reasons why they entered domestic service, their working conditions, their rewards and what happened to them in later life.

55. U.S. BUREAU OF LABOR STATISTICS. *Labour Conditions in the Soviet Union; Selected Studies.* Washington, 1955. Pp. 53.

The articles in this pamphlet "describe the Soviet emphasis on heavy industry at the expense of consumer goods production, the government's control and direction of the labor force, the fettered role of trade unions with their imposed collective agreements, the determination of hours of labor and vacations by government fiat, the criminal penalties imposed for violations of labor discipline, and the low purchasing power of the majority of workers." Cf. Preface.

56. U.S. BUREAU OF LABOR STATISTICS. *Legislation and Practices relating to the Employment of Industrial Production Workers in Belgium, France, Italy, Portugal, and Spain.* Washington, 1955. Pp. 23.

The material in this pamphlet is based on information published in the foreign and domestic press, and on reports from U.S. foreign service officers stationed abroad.

### Municipal Employees

57. NEW YORK (CITY). DEPARTMENT OF LABOR. *The Ascertainment of Representative Status for Organizations of Public Employees*, by Estelle M. Karpf. New York, 1955. Pp. 14.

The extent of a labor organization's following among eligible employees in a particular unit may be ascertained in three ways. These are: the election, the check-off, and the card check.



58. NEW YORK (CITY). DEPARTMENT OF LABOR. *The Collective Agreement in Public Employment*. New York, 1955. Pp. 25.

"This study is concerned with the question of the manner in which the understanding arrived at in negotiations with the City (i.e. New York City) should be acknowledged, recognized, or formalized."

59. NEW YORK (CITY). DEPARTMENT OF LABOR. *The Collective Bargaining Process in Public Employment*. New York, 1955. Pp. 18.

This study examines the extent to which municipal employees should be allowed to participate in the formulation of terms and conditions of employment.

60. NEW YORK (CITY). DEPARTMENT OF LABOR. *Extent of Recognition and the Bargaining Unit in Public Employment*, by Sidney W. Salsbury. New York, 1955. Pp. 31.

This report is based on a questionnaire which the New York City Department sent to 240 municipal, county, state and federal employers who (the Department of Labor believed) were engaging in collective bargaining with labor unions.

61. NEW YORK (CITY). DEPARTMENT OF LABOR. *Government as Employer-Participant in the Collective Dealing Process*. New York, 1955. Pp. 22.

This study examines the questions: Who will represent the municipality in dealing collectively with its employees and how much authority will these employer representatives have.

62. NEW YORK (CITY). DEPARTMENT OF LABOR. *Organization and Recognition of Supervisors in Public Employment*. New York, 1955. Pp. 28.

This study examines the question of allowing supervisory municipal employees to organize and bargain collectively because of the conflict with their managerial positions.

63. NEW YORK (CITY). DEPARTMENT OF LABOR. *Recognition of Organized Groups of Public Employees*, by Ida Klaus. New York, 1955. Pp. 26.

A survey of American municipal government attitudes regarding collective bargaining and union membership among municipal employees.

64. NEW YORK (CITY). DEPARTMENT OF LABOR. *Report on the Experience of New York City Municipal Agencies in the Operation of Their Grievance Procedures and Joint Labor Relations Committees established pursuant to the Mayor's Interim Order on the Conduct of Relations between*

*the City of New York and its Employees covering the Period from July 1954 to December 1955*. New York, 1956. Pp. 24, 4.

This report is based on the responses to a questionnaire sent to 39 municipal agencies to elicit information regarding agency experience with grievance procedures and joint labor relations committees.

65. NEW YORK (CITY). DEPARTMENT OF LABOR. *The Right of Public Employees to organize, in Theory and in Practice*, by Ida Klaus. New York, 1955. Pp. 21.

A survey of the unionization of municipal employees in the U.S.

66. NEW YORK (CITY). DEPARTMENT OF LABOR. *Unresolved Disputes in Public Employment*. New York, 1955. Pp. 29.

This study examines the problems raised when municipal officials and employees fail to agree in their negotiation.

## Occupations

67. NEW YORK (STATE). WOMAN'S PROGRAM. *So You want to be a Caterer*. [Albany? n.d., 1955?] Pp. 16.

68. U.S. FOREST SERVICE. *Careers in Forestry*. Rev. ed. Washington, G.P.O., 1955. Pp. 22.

"This publication deals primarily with careers in technical forestry, the practice of which calls for professional training."

## Office Management

69. CANADA. CIVIL SERVICE COMMISSION. ORGANIZATION AND METHODS SERVICE. *Manual of Transcribing and Typing Services*. Ottawa, Queen's Printer, 1956. Pp. 28.

"This manual is intended as a guide for improving the operation of transcribing and typing services, in offices throughout the Government." Cf. Introduction.

70. DARTNELL CORPORATION, CHICAGO. *How 79 Companies handle Stenographic Pools; a Personnel Administration Service Feature*. Chicago, 1955? Pp. 12, 38.

## United Nations

71. CANADA. DEPARTMENT OF EXTERNAL AFFAIRS. *Canada and the United Nations, 1954-55*. Ottawa, Queen's Printer, 1956. Pp. 118.

72. UNITED NATIONS. ECONOMIC AND SOCIAL COUNCIL. *Official Records, Resumed 20th Session, 5-15 December 1955*. New York, 1956. Pp. 213-233.

73. UNITED NATIONS. SOCIAL COMMISSION. *Report of the 10th Session, 2-20 May, 1955.* New York, 1955. Pp. 27.

Economic and Social Council. Official Records: 20th Session. Supplement No. 9.

## Wages and Hours

74. GREVE, FLORENCE ROEHM. *A Survey of 1955-56 Teacher Salary Schedules in 933 U.S. Cities with Populations of 10,000 or Over.* Compiled from Figures furnished by the Respective Superintendents of Schools in These Cities. Chicago, American Federation of Teachers, 1956. Pp. 25.

75. GREVE, FLORENCE ROEHM. *I. Survey of Salaries paid in Representative American Universities and Teacher Training Schools. II. Survey of Salaries paid in Junior Colleges in the United States.* Compiled from Figures furnished by the Presidents of the Respective Institutions. Chicago, American Federation of Teachers, 1956. Pp. 12, 8.

76. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISION. *Earnings Data Pertinent to a Review of the Salary Tests for Executive, Administrative and Professional Employees as defined in Regulations, Part 541.* Washington, 1955. Pp. 77.

Partial Contents: Trend in Income and Earnings, 1949-1955. Earnings of Executive, Administrative and Professional Types of Employees, 1955. Earnings of Production Workers and Clerical Employees, 1955.

## Women—Employment

77. CANADA. WOMEN'S BUREAU. *The Women's Bureau of the Department of Labour, Canada.* Ottawa, Queen's Printer, 1955. Leaflet.

78. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Women in Britain.* London, 1955. Pp. 12, 4.

79. HOURWICH, ANDRIA TAYLOR, ed. *I am a Woman Worker, a Scrapbook of Autobiographies.* A Collection of Stories by Workers of Their Own Experiences in Industry written while in Attendance at One of the Affiliated Schools, The Bryn Mawr Summer School for Women Workers in Industry, The School for Workers in Industry at the University of Wisconsin, The Southern Summer School for Women Workers in Industry, The Vineyard Shore Hourwich School. Edited by Andria Taylor Hourwich and Gladys L. Palmer. New York, Affiliated Schools for Workers, c1936. Pp. 152.

This booklet contains short autobiographical accounts of some women workers in the U.S. during the depression.

Contents: Getting a job. Life in the Factory. Open Shops and Company Unions. Trade Unions and Organized Shops. On Strike!

## Women—Legal Status, Laws, etc.

80. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *The Convention on the Political Rights of Women; History and Commentary.* New York, 1955. Pp. 46.

"This Convention is...the first instrument of international law aiming at the granting and at the protection of women's rights on a world-wide basis." Cf. Introduction.

81. UNITED NATIONS. DEPARTMENT OF SOCIAL AFFAIRS. *The Road to Equality; Political Rights of Women.* New York, United Nations, Dept. of Social Affairs, Division of Human Rights, 1953. Pp. 21.

The material in this pamphlet "is arranged to show the chronological development of the movement towards equal political status in eighty-one sovereign States, some of which have only recently achieved independence."

## Workmen's Compensation

82. BRITISH COLUMBIA. WORKMAN'S COMPENSATION BOARD. *Thirty-Ninth Annual Report, Year ended December 31st, 1955.* Victoria, Queen's Printer, 1956. Pp. 38.

83. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Report for 1955.* Winnipeg, 1956. Pp. 31.

84. QUEBEC (PROVINCE). WORKMEN'S COMPENSATION COMMISSION. *Financial Report as at December 31st, 1955.* Quebec, 1956. Pp. 28.

## Miscellaneous

85. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *British Columbia Facts and Statistics, 1955.* Victoria, 1956. Pp. 40.

86. CANADA. BUREAU OF STATISTICS. *Advertising Expenditure in Canada, 1954.* Ottawa, Queen's Printer, 1956. Pp. 14.

"The advertising expenditures which are included in this survey are made up of the advertising revenues of the various media, the commissions of advertising agencies, and the internal expenditures of large advertisers."

87. CLARK, FREDERICK LEGROS. *The Employment Problems of Elderly Men; an Inquiry based on Ministry of Labour and National Service Records into the Transfer with Age to Lighter or Alternative Jobs.* London, Nuffield Foundation, 1956. Pp. 26.

At head of title: Second Report on 'Alternative Work' in Later Life.

This is a study of 537 men aged 60 or over who were placed by the Employment Exchanges in light jobs in factories or in occupations considered suitable for older men.

88. EUROPEAN PRODUCTIVITY AGENCY. *Productivity Measurement. II. Plant Levels; Measurements, Methods and Results.* Project No. 235. Paris, 1956. Pp. 194.

This volume tells of the methods used in European countries for measuring productivity. It also contains a comparison of results obtained in different European countries.

89. NATIONAL CHILD LABOR COMMITTEE, NEW YORK. *Y.E.W. (Youth Employment Week)—Youth and You.* New York, 1955. Pp. 16.

The observation of a "youth employment week" focuses the attention of employers and the public on the need for vocational guidance and counseling for young people entering the labor market for the first time.

90. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *The Organization for European Economic Co-Operation, History and Structure.* 5th ed. Paris, 1956. Pp. 46.

91. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Disability Retirement in Industrial Plans*, by W. Michael Blumenthal. Princeton, 1956. Pp. 62.

This study "presents a survey of current practices and experience with premature disability retirement in leading companies. Its objective is to show what has already been accomplished in this field and what the major problems are likely to be in implementing effective programs." Cf. Foreword.

92. QUEBEC (CITY). UNIVERSITÉ LAVAL. ÉCOLE DE SERVICE SOCIAL. *La Réhabilitation des Handicapés Physiques et Mentaux; Résumé des Cours donnés à l'Occasion d'une Session d'Etude tenue à l'Université Laval sous les Auspices de la Commission d'Assurance Chômage et du Service National de Placement. 18 avril au 13 mai 1955.* Quebec, Université Laval, 1955. Pp. 214.

Partial Contents: La Réhabilitation, définition et doctrine, par E. Guay. La réhabilitation médicale par Dr. B. Boucher. La réhabilitation des opérés, par Dr. A.

Gravel. La fatigue industrielle, par Dr. B. Bellemare. Limites de la réhabilitation, par Dr. C. A. Martin. Rôle du psychisme et de la psychiatrie dans la réhabilitation, par Dr. Martin. La réhabilitation psychologique, par R. Maranda.

93. SOUTH AFRICA. OFFICE OF CENSUS AND STATISTICS. *Occupations and Industries of the European, Asiatic, Coloured and Native Population.* Pretoria, Government Printer, 1955. Pp. 219.

At head of title: Population Census, 7th May, 1946. Volume 5. In English and Afrikaans.

94. U.S. BUREAU OF EMPLOYMENT SECURITY. *Comparison by State Unemployment Insurance Laws as of December 1955.* Washington, G.P.O., 1956. Pp. 141.

95. U.S. EMERGENCY BOARD (CARRIERS AND EMPLOYEES, 1955). *Report to the President by the Emergency Board appointed by Executive Order 10615 dated June 17, 1955, pursuant to Section 10 of the Railway Labor Act, as amended, to investigate a Dispute between Certain Carriers represented by the Eastern, Western and Southeastern Carriers' Conference Committees, and Certain of Their Employees represented by the Brotherhood of Locomotive Firemen and Enginemen.* NMB Case No. A-4854. Washington, D.C., July 30, 1955. No. 110. Washington, G.P.O., 1955. Pp. 96.

The dispute involved requests by the union for wage increases and requests by the carriers for changes regarding train crews in the contract rules. The Board was unable to settle the dispute.

96. U.S. SMALL BUSINESS ADMINISTRATION. *Small Business Administration; What it is; What it does.* Washington, G.P.O., 1953. Pp. 14.

97. WIENER, NORBERT. *The Human Use of Human Beings; Cybernetics and Society.* Boston, Houghton Mifflin, 1954. Pp. 199.

"It is the thesis of this book that society can only be understood through a study of the messages and the communication facilities which belong to it; and that in the future development of these messages and communications facilities, messages between man and machines, between machines and men, and between machine and machine, are destined to play an ever-increasing part." Cf. p. 16.

Industrial employment, weekly payrolls and average weekly salaries and wages reached new peaks at the beginning of July, the Dominion Bureau of Statistics has reported. The general employment index (1949=100) rose 3.4 per cent to 123.8; the weekly payrolls stood at 186.9 and weekly wages and salaries averaged out at \$64.56, up from \$63.93 a month earlier.



# Labour Statistics

	PAGE
Tables A-1 to A-4—Labour Force.....	1315
Table B-1—Labour Income.....	1317
Tables C-1 to C-6—Employment, Hours and Earnings.....	1318
Tables D-1 to D-5—Employment Service Statistics.....	1324
Tables E-1 to E-4—Unemployment Insurance.....	1330
Tables F-1 and F-2—Prices.....	1332
Tables G-1 and G-2—Strikes and Lockouts.....	1333
Tables H-1 and H-2—Industrial Accidents.....	1340

## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JULY 21, 1956**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,891	115	444	1,632	2,166	1,046	488
Agricultural.....	893	*	59	184	244	377	30
Non-Agricultural.....	4,993	111	385	1,448	1,922	669	458
Males.....	4,544	99	349	1,294	1,599	832	371
Agricultural.....	837	*	54	180	224	348	27
Non-Agricultural.....	3,707	95	295	1,114	1,375	484	344
Females.....	1,347	16	95	338	567	214	117
Agricultural.....	61	*	*	*	20	29	*
Non-Agricultural.....	1,286	16	90	334	547	185	114
All Ages.....	5,891	115	444	1,632	2,166	1,046	488
14—19 years.....	733	15	54	233	251	130	50
20—24 years.....	736	16	59	230	252	132	47
25—44 years.....	2,622	54	188	734	968	457	221
45—64 years.....	1,568	28	121	387	604	281	147
65 years and over.....	232	*	22	48	91	46	23
<i>Persons with Jobs</i>							
All status groups.....	5,789	111	431	1,590	2,137	1,038	482
Males.....	4,464	95	338	1,262	1,577	826	366
Females.....	1,325	16	93	328	560	212	116
Agricultural.....	897	*	59	184	243	377	30
Non-Agricultural.....	4,892	107	372	1,406	1,894	661	452
Paid Workers.....	4,492	93	337	1,275	1,757	619	411
Males.....	3,304	80	258	971	1,246	443	306
Females.....	1,188	13	79	304	511	176	105
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	102	*	13	42	29	*	*
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,823	144	440	1,402	1,534	862	441
Males.....	786	34	85	202	230	143	92
Females.....	4,037	110	355	1,200	1,304	719	349

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended July 21, 1956		Week Ended June 23, 1956		Week Ended July 23, 1955	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	111	100	130	121	165	153
Without Jobs.....	102	93	117	110	150	140
Under 1 month.....	45	—	50	—	54	—
1—3 months.....	35	—	33	—	47	—
4—6 months.....	10	—	17	—	19	—
7—12 months.....	*	—	10	—	18	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	*	*	13	11	15	13
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	*	*	*

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	64,551
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1955 1st Six Months.....	1,853	11,488	30,949	8,218	5,909	58,417	31,994
1956 1st Six Months.....	1,629	13,273	39,392	8,066	7,564	69,924	39,131

**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1955 1st Six Months..	4,112	2,878	697	1,086	4,604	4,986	289	8,814	4,587	206	32,259
1956 1st Six Months..	4,322	4,336	1,030	1,747	5,800	4,465	475	12,901	4,826	187	40,089

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Govern- ment)	Supple- mentary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	73	329	70	252	217	35	976
1954—Average.....	73	323	69	261	239	35	1,000
1955—Average.....	77	342	78	278	256	37	1,068
1955—June.....	80	344	85	281	262	38	1,090
July.....	83	343	86	284	251	38	1,085
August.....	85	351	93	284	256	38	1,107
September.....	84	354	94	287	266	38	1,123
October.....	86	354	100	288	264	39	1,131
November.....	86	354	89	292	268	39	1,128
December.....	85	357	78	293	265	39	1,117
1956—January.....	75	349	71	280	263	39	1,077
February.....	79	358	69	282	264	38	1,090
March.....	70	365	70R	284	266	39	1,094R
April.....	68	371	79R	291	277	40	1,126R
May.....	78	377	92R	301	281	40	1,169R
June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At July 1, employers in the principal non-agricultural industries reported a total employment of 2,807,582

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls. (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1953—Jan. 1.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1.....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1.....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1.....	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1.....	115.6	155.3	133.0	57.52	114.4	153.9	134.0	58.93
Sept. 1.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1.....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1.....	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1.....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1.....	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1.....	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1.....	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.28
Aug. 1.....	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.18
Sept. 1.....	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.24
Oct. 1.....	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1.....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1.....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1.....	114.6	162.2	140.9	60.54	109.8	156.9	142.1	62.47
Feb. 1.....	112.3	164.0	145.3	62.43	110.2	164.0	147.9	65.05
Mar. 1.....	113.2	167.3	147.1	63.20	112.3	168.5	149.1	65.57
Apr. 1.....	113.5	168.4	147.6	63.43	113.4	171.2	150.1	66.02
May 1.....	115.2	172.3	148.8	63.93	114.1	174.2	151.7	66.70
June 1.....	119.7	179.0	148.8	63.93	115.4	175.6	151.1	66.46
July 1.....	123.8	186.9	150.3	64.56	117.8	180.3	152.2	66.92

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(The latest figures are subject to revision)

(1949 = 100)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1 1956	June 1 1956	July 1 1955	July 1 1956	June 1 1956	July 1 1955
(a) Provinces						
Newfoundland.....	146.2	133.5	138.4	58.96	56.00	55.53
Prince Edward Island.....	115.7	111.9	118.2	48.06	49.24	45.33
Nova Scotia.....	104.3	101.7	98.6	52.93	52.25	50.96
New Brunswick.....	114.9	107.5	104.7	53.33	52.52	50.65
Quebec.....	124.0	117.4	114.2	61.58	61.57	57.92
Ontario.....	125.4	121.2	115.7	67.04	66.41	63.48
Manitoba.....	110.1	107.1	107.4	61.49	60.21	58.44
Saskatchewan.....	127.2	122.4	122.7	61.05	60.05	58.41
Alberta (including Northwest Territories).....	155.0	148.5	138.1	66.99	66.05	62.26
British Columbia.....	124.5	122.1	115.1	71.73	69.74	66.51
Canada.....	123.8	119.7	115.3	64.56	63.93	60.87
(b) Metropolitan Areas						
St. John's.....	126.7	123.1	120.6	47.44	45.63	45.43
Sydney.....	91.7	92.1	91.9	62.74	63.72	61.15
Halifax.....	116.5	115.1	109.8	52.08	51.47	50.25
Saint John.....	96.0	95.6	97.8	49.60	49.47	47.72
Quebec.....	114.7	108.6	108.9	54.19	54.70	50.38
Sherbrooke.....	111.4	100.7	101.9	52.32	53.03	48.57
Three Rivers.....	124.8	119.4	109.6	61.70	59.59	58.56
Drummondville.....	76.9	61.3	74.4	53.79	56.62	52.03
Montreal.....	121.1	119.5	114.2	62.67	62.71	59.33
Ottawa—Hull.....	122.6	119.5	115.7	59.17	58.80	56.25
Peterborough.....	106.7	104.0	96.4	68.54	68.34	63.99
Oshawa.....	178.5	180.4	162.3	76.11	78.31	67.11
Niagara Falls.....	130.7	126.1	124.7	70.65	70.08	67.59
St. Catharines.....	128.8	127.2	117.8	74.75	75.47	70.48
Toronto.....	129.0	127.3	121.6	67.87	67.48	64.92
Hamilton.....	116.1	114.7	107.4	69.30	69.98	65.69
Brantford.....	89.6	91.3	84.9	62.01	62.41	59.69
Galt.....	109.3	109.6	99.4	58.40	58.11	55.46
Kitchener.....	115.5	111.5	105.1	61.74	62.04	59.72
Sudbury.....	139.3	136.3	132.9	78.02	78.15	74.51
London.....	118.3	118.2	115.2	61.87	61.39	58.97
Sarnia.....	139.2	139.3	123.1	82.06	80.80	75.97
Windsor.....	107.6	106.7	110.5	71.94	65.96	67.11
Sault Ste. Marie.....	134.8	130.6	121.0	78.91	77.93	71.28
Ft. William—Pt. Arthur.....	116.1	114.9	111.8	67.40	65.67	63.14
Winnipeg.....	108.1	105.4	105.7	58.56	57.39	56.00
Regina.....	124.4	120.9	118.2	57.68	57.63	55.86
Saskatoon.....	124.6	121.6	122.0	56.98	56.22	55.24
Edmonton.....	183.4	178.3	161.8	63.43	62.14	61.41
Calgary.....	155.9	152.4	145.9	63.43	62.43	59.74
Vancouver.....	118.9	117.5	109.5	68.70	67.41	64.13
Victoria.....	119.4	119.4	117.0	62.21	61.25	60.12

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY  
WAGES AND SALARIES**

(1949=100)

(The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1 1956	June 1 1956	July 1 1955	July 1 1956	June 1 1956	July 1 1955
<b>Forestry (chiefly logging).....</b>	<b>111-1</b>	<b>95-2</b>	<b>101-3</b>	<b>67.08</b>	<b>62.37</b>	<b>59.69</b>
<b>Mining.....</b>	<b>125-7</b>	<b>123-0</b>	<b>115-5</b>	<b>77.19</b>	<b>77.07</b>	<b>72.83</b>
Metal mining.....	129-2	126-0	119-2	79.57	80.08	76.04
Gold (a).....	77-4	77-1	83-0	70.82	71.29	68.89
Other metal (b).....	177-4	171-4	153-1	83.12	83.76	79.66
Fuels.....	112-3	110-3	101-6	75.98	74.87	70.89
Coal.....	66-9	67-6	68-2	59.85	60.12	59.28
Oil and natural gas.....	260-7	250-2	212-0	89.53	87.91	83.21
Non-metal (c).....	151-9	149-0	141-7	70.73	70.50	64.86
<b>Manufacturing.....</b>	<b>117-8</b>	<b>115-4</b>	<b>111-6</b>	<b>66.92</b>	<b>66.46</b>	<b>63.28</b>
Food and beverages.....	112-4	105-9	113-7	59.28	56.21	56.29
Meat products.....	128-7	125-2	121-9	68.69	68.49	66.91
Dairy products.....	119-5	111-8	115-4	54.65	53.60	51-88
Canned and cured fish.....	134-8	119-4	147-5	39.63	41.33	39.51
Canned and preserved fruits and vegetables..	97-7	79-7	124-5	50.23	52-21	45-79
Grain mill products.....	105-5	103-5	107-6	63.92	63.20	60-19
Bread and other bakery products.....	109-4	107-5	109-2	58.39	56-74	54-33
Biscuits and crackers.....	95-3	91-4	101-7	48.98	49-98	47-48
Distilled and malt liquors.....	112-9	106-3	108-3	75-84	75-00	72-92
Other beverages (d).....	138-2	124-9	122-8	62-53	61-68	61-26
Confectionery.....	80-0	78-4	78-9	47-71	47-25	46-28
Tobacco and tobacco products.....	81-9	78-9	80-3	64-41	67-62	65-37
Rubber products.....	116-6	113-5	109-7	68-13	68-62	65-36
Leather products.....	88-2	88-8	84-0	44-80	44-98	43-20
Boots and shoes (except rubber).....	91-2	91-0	86-6	42-34	42-89	40-68
Other leather products (f).....	82-8	84-7	79-5	49-69	49-03	48-19
Textile products (except clothing).....	87-9	80-2	85-6	52-96	53-42	51-95
Cotton yarn and broad woven goods.....	90-5	67-3	86-8	49-99	51-07	49-41
Woolen goods.....	74-7	73-9	70-7	50-96	50-97	50-08
Synthetic textiles and silk.....	86-9	86-5	87-6	58-84	58-88	57-40
Clothing (textile and fur).....	92-8	93-6	89-6	41-92	42-46	40-04
Men's clothing.....	100-8	100-7	96-0	41-41	41-89	38-97
Women's clothing.....	88-7	91-5	87-4	42-30	42-91	39-63
Knit goods.....	81-0	81-6	77-3	42-02	42-85	41-22
Fur goods.....	68-6	67-0	77-4	58-48	58-64	53-82
Hats and caps.....	82-1	81-8	86-9	46-06	44-74	42-37
Wood products.....	114-7	111-9	112-9	58-41	57-27	55-44
Saw and planing mills (g).....	119-1	115-3	119-5	60-45	58-60	57-12
Furniture.....	110-4	109-9	104-9	55-49	55-82	52-73
Other wood products (h).....	102-4	100-2	97-5	53-32	53-20	51-40
Paper products.....	128-0	124-3	121-3	81-21	79-20	75-07
Pulp and paper mills.....	131-7	126-9	125-3	87-58	85-24	80-29
Other paper products (i).....	118-9	117-9	111-6	63-98	63-33	60-77
Printing, publishing and allied industries.....	115-2	114-5	112-2	71-89	71-54	68-47
Iron and steel products.....	114-7	113-2	102-7	74-21	74-83	70-51
Agricultural implements.....	64-1	64-3	62-3	72-54	71-98	69-10
Boilers and plate work.....	117-8	116-9	108-4	74-82	75-13	71-84
Fabricated and structural steel.....	166-6	159-0	130-9	76-82	79-85	73-27
Hardware and tools.....	110-3	109-1	102-6	70-75	70-43	66-21
Heating and cooking appliances.....	105-8	104-3	90-8	65-19	64-10	61-99
Iron castings.....	107-9	108-0	94-9	72-02	73-73	69-67
Machinery mfg. (j).....	122-9	121-1	108-1	73-01	72-65	68-72
Primary iron and steel.....	125-9	123-8	112-5	80-34	83-34	76-20
Sheet metal products.....	117-2	114-2	109-3	72-63	70-41	69-56
Wire and wire products.....	114-9	115-1	102-5	76-15	77-11	72-21
Transportation equipment.....	145-1	146-1	137-8	74-34	71-75	69-78
Aircraft and parts.....	354-1	353-9	331-9	78-24	77-41	74-41
Motor vehicles.....	142-0	144-6	140-2	78-93	73-09	72-29
Motor vehicle parts and accessories.....	125-1	128-9	126-3	73-41	73-61	70-67
Railroad and rolling stock equipment.....	95-0	93-9	81-9	69-98	64-98	63-48
Shipbuilding and repairing.....	150-2	151-1	138-5	68-71	69-10	65-95
Non-ferrous metal products.....	134-5	131-5	126-2	75-67	74-93	72-71
Aluminum products.....	139-5	137-1	128-6	70-67	68-58	67-79
Brass and copper products.....	114-3	115-6	106-9	70-93	71-47	69-73
Smelting and refining.....	161-0	154-8	151-0	82-33	81-20	78-40



**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100)

(The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1 1956	June 1 1956	July 1 1955	July 1 1956	June 1 1956	July 1 1955
<b>Manufacturing—Concluded</b>						
Electrical apparatus and supplies.....	153.0	151.1	135.0	72.22	72.14	68.84
Non-metallic mineral products (k).....	139.8	137.1	126.7	69.73	69.62	66.40
Clay products.....	119.9	115.7	111.4	65.79	66.61	63.00
Glass and glass products.....	140.6	137.5	130.3	67.56	66.19	63.69
Products of petroleum and coal.....	136.5	134.7	127.7	95.88	95.73	89.54
Chemical products.....	129.7	128.8	121.3	73.88	73.44	70.02
Medicinal and pharmaceutical preparations..	116.4	116.4	111.4	67.79	67.43	64.20
Acids, alkalis and salts.....	134.1	131.3	128.5	81.65	81.53	77.60
Other chemical products (l).....	132.1	131.4	122.4	73.70	73.21	69.79
Miscellaneous manufacturing industries.....	108.1	107.9	102.3	57.06	56.63	54.78
<b>Construction.....</b>	<b>149.9</b>	<b>133.1</b>	<b>125.8</b>	<b>67.49</b>	<b>67.76</b>	<b>61.36</b>
Building and structures (m).....	148.4	139.4	125.9	74.67	73.77	65.76
Building.....	152.5	143.9	127.0	73.79	73.36	64.68
Engineering work.....	130.6	119.7	121.2	79.10	75.96	70.72
Highways, bridges and streets.....	152.3	123.1	125.6	56.27	56.85	54.29
<b>Transportation, storage and communication.....</b>	<b>121.0</b>	<b>118.5</b>	<b>113.9</b>	<b>67.71</b>	<b>65.74</b>	<b>64.40</b>
Transportation.....	114.9	112.3	109.4	69.90	67.30	65.88
Air transport and airports.....	186.6	185.9	172.6	84.61	83.08	80.98
Steam railways.....	110.7	108.2	106.0	69.73	66.72	66.02
Maintenance of equipment.....	110.9	110.7	105.1	66.65	63.28	63.67
Maintenance of ways and structures.....	107.2	102.1	100.8	59.00	54.77	54.89
Transportation—Steam railways.....	111.1	109.3	107.1	75.62	73.03	71.85
Telegraphs.....	120.9	116.9	120.5	61.19	58.20	57.14
Water transportation (n).....	113.5	111.5	107.5	69.19	65.05	60.96
Electric and motor transportation (o).....	120.3	116.9	113.9	67.47	67.02	65.41
Urban and interurban transportation (p).....	88.2	86.4	90.0	69.98	69.03	67.16
Truck transportation.....	177.8	171.8	159.2	67.26	67.05	65.46
Storage.....	120.0	119.1	111.8	60.02	59.79	58.29
Grain elevators.....	112.0	111.8	109.1	59.57	58.89	57.37
Storage and warehouse.....	144.3	141.3	120.0	61.09	61.97	60.85
Communication.....	154.0	150.6	138.0	61.02	61.09	59.74
Radio broadcasting.....	267.9	262.3	214.1	66.86	67.29	65.72
Telephone.....	144.3	141.1	131.8	59.91	59.93	58.82
<b>Public utility operation.....</b>	<b>128.3</b>	<b>125.2</b>	<b>123.3</b>	<b>73.11</b>	<b>72.84</b>	<b>69.90</b>
Electric light and power.....	130.2	127.2	126.2	74.70	74.32	70.89
Other public utilities (q).....	118.4	114.7	108.2	64.05	64.30	63.81
<b>Trade.....</b>	<b>125.7</b>	<b>124.0</b>	<b>118.1</b>	<b>55.18</b>	<b>54.79</b>	<b>52.82</b>
Wholesale.....	127.9	126.2	120.5	65.60	65.29	61.98
Retail.....	124.7	122.9	116.9	49.83	49.39	48.06
Food.....	152.6	151.3	142.3	46.87	46.19	45.52
Department stores.....	109.7	107.6	102.0	49.35	49.53	48.51
Variety stores.....	115.2	115.0	109.1	28.65	27.92	24.74
Automotive products.....	158.1	156.1	148.5	65.67	65.11	63.47
<b>Finance, insurance and real estate.....</b>	<b>136.9</b>	<b>135.6</b>	<b>132.7</b>	<b>60.39</b>	<b>60.56</b>	<b>56.80</b>
Banking, investment and loan.....	139.6	138.6	137.7	55.35	55.32	52.01
Insurance.....	129.7	128.4	123.8	68.92	69.01	65.18
<b>Service.....</b>	<b>130.3</b>	<b>124.7</b>	<b>118.6</b>	<b>42.31</b>	<b>42.73</b>	<b>40.28</b>
Hotels and restaurants.....	127.3	119.6	115.5	35.34	35.85	34.65
Laundries and dry cleaning plants.....	113.8	111.3	108.3	40.00	40.11	38.14
Other service (r).....	162.9	159.7	144.8	62.23	61.94	58.32
<b>Industrial composite.....</b>	<b>123.8</b>	<b>119.7</b>	<b>115.3</b>	<b>64.56</b>	<b>63.93</b>	<b>60.87</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

# TABLES C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	July 1, 1956	June 1, 1956	July 1, 1955	July 1, 1956	June 1, 1956	July 1, 1955
Newfoundland.....	43.2	43.5	43.6	139.9	135.5	132.9
Nova Scotia.....	42.5	41.1	41.5	133.6	132.1	126.6
New Brunswick.....	40.7	41.3	42.4	134.3	133.6	127.1
Quebec.....	42.1	42.4	41.6	138.5	136.2	131.0
Ontario.....	40.9	40.5	40.7	160.2	160.5	152.2
Manitoba.....	40.9	40.1	40.4	145.3	143.4	137.7
Saskatchewan.....	40.3	40.3	41.3	155.8	156.0	150.5
Alberta (1).....	40.6	40.3	40.7	157.1	156.6	152.5
British Columbia (2).....	38.9	38.0	38.4	181.3	180.4	172.5

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

# TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Indes Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Week Prededing:						
June 1, 1955.....	41.0	145.5	59.66	143.0	115.9	123.4
July 1, 1955.....	40.9	145.0	59.31	142.2	116.0	122.6
August 1, 1955.....	40.8	145.1	59.20	141.9	116.4	121.9
September 1, 1955.....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955.....	41.5	144.8	60.09	144.1	116.9	123.3
November 1, 1955.....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955.....	41.6	146.1	60.78	145.7	116.9	124.6
January 1, 1956.....	41.4*	147.5	61.07*	146.4	116.8	125.3
February 1, 1956.....	41.2	147.3	60.69	145.5	116.4	125.0
March 1, 1956.....	41.3	148.5	61.33	147.0	116.4	126.3
April 1, 1956.....	41.1	150.5	61.86	148.3	116.6	127.2
May 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6
June(1) 1, 1956.....	41.0	151.8	62.24	149.2	117.8	126.7

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39.0 and \$57.53.

(1) Latest figures subject to revision.

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1 1956	June 1 1956	July 1 1955	July 1 1956	June 1 1956	July 1 1955	July 1 1956	June 1 1956	July 1 1955
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.4	42.8	43.4	171.8	170.5	159.9	72.84	72.97	69.40
Metal mining.....	42.4	43.3	44.4	179.6	177.5	164.6	76.15	76.86	73.08
Gold.....	42.2	44.2	46.3	154.9	150.3	139.8	65.37	66.43	61.73
Other metal.....	42.5	42.9	43.3	190.0	189.8	178.7	80.75	81.42	77.38
Fuels.....	41.4	41.0	41.1	161.9	161.1	154.3	67.03	66.05	63.42
Coal.....	39.9	40.2	39.6	147.3	147.8	147.0	58.77	59.42	58.21
Oil and natural gas.....	44.0	42.6	41.8	186.5	185.9	170.3	82.06	79.19	76.29
Non-metal.....	44.0	43.5	43.3	157.7	158.5	149.7	69.39	68.95	64.82
Manufacturing.....	41.2	40.9	40.9	152.7	151.9	145.0	62.91	62.13	59.31
Food and beverages.....	41.5	41.2	42.1	131.1	131.7	123.0	54.41	54.26	51.78
Meat products.....	41.6	40.6	41.6	155.7	156.3	153.0	61.77	63.46	63.65
Canned and preserved fruits and vegetables.....	39.1	37.5	42.1	109.9	116.3	97.4	42.97	43.61	41.30
Grain mill products.....	42.6	41.9	41.3	144.7	143.5	139.4	61.64	60.13	57.57
Bread and other bakery products.....	44.4	45.8	44.3	118.7	117.5	109.6	52.70	51.47	48.55
Distilled and malt liquors.....	41.5	40.7	40.8	170.5	170.5	164.8	70.76	69.39	67.24
Tobacco and tobacco products.....	41.3	43.0	42.6	150.8	149.6	148.2	62.28	64.33	63.13
Rubber products.....	41.3	41.5	41.6	155.7	155.3	149.5	61.30	61.34	62.19
Leather products.....	39.6	39.6	38.8	104.4	104.4	102.6	41.34	41.34	39.81
Boots and shoes (except rubber).....	38.9	39.1	37.7	100.2	100.9	98.6	38.98	39.45	37.17
Textile products (except clothing).....	42.0	42.1	42.1	114.2	113.9	113.0	47.96	47.95	47.57
Cotton yarn and broad woven goods.....	40.5	40.6	40.8	114.1	112.0	113.9	45.21	45.47	40.47
Woolen goods.....	42.9	43.2	43.5	107.3	106.6	104.9	46.03	46.05	45.63
Synthetic textiles and silk.....	43.2	43.7	43.4	121.2	122.1	119.4	52.36	53.36	51.82
Clothing (textile and fur).....	37.0	38.0	35.8	100.7	99.9	98.0	37.26	37.96	35.08
Men's clothing.....	36.6	37.5	35.5	101.4	100.3	97.0	37.11	37.61	34.44
Women's clothing.....	34.8	36.4	33.3	104.7	103.2	102.3	36.44	37.56	34.07
Knit goods.....	38.8	40.0	37.6	98.4	98.3	97.6	38.18	39.32	36.70
*Wood products.....	42.0	41.3	41.8	134.0	132.8	127.8	56.28	54.85	53.42
Saw and planing mills.....	41.4	40.2	41.3	142.3	141.0	133.4	58.91	56.68	55.47
Furniture.....	42.7	43.0	42.0	123.2	122.5	117.9	52.61	52.68	49.52
Other wood products.....	44.1	43.4	43.6	113.5	114.1	111.5	50.05	49.52	48.61
Paper products.....	42.9	42.6	42.5	180.4	176.4	166.9	77.39	75.15	70.93
Pulp and paper mills.....	43.1	42.8	42.6	193.6	189.1	178.3	83.41	80.93	75.96
Other paper products.....	42.1	42.0	42.3	138.6	137.6	132.1	58.35	57.79	55.88
Printing, publishing and allied industries.....	40.5	40.0	40.4	181.4	181.0	172.3	73.47	72.40	69.61
*Iron and steel products.....	41.9	41.9	41.6	171.6	171.8	163.3	71.90	71.98	67.93
Agricultural implements.....	40.2	39.5	39.3	171.6	171.9	167.8	68.98	67.90	65.95
Fabricated and structural steel.....	41.2	42.6	40.8	174.6	174.7	166.5	71.94	74.42	67.93
Hardware and tools.....	42.0	41.9	42.1	160.3	158.9	149.1	67.33	66.58	63.77
Heating and cooking appliances.....	41.9	41.4	41.9	145.7	145.4	140.3	61.05	60.20	58.79
Iron castings.....	42.0	42.8	41.9	167.7	167.9	160.2	70.43	71.86	67.12
Machinery manufacturing.....	43.1	42.8	42.1	163.6	162.8	156.1	70.51	69.68	65.72
Primary iron and steel.....	41.5	41.8	41.2	190.0	193.3	179.1	78.85	80.80	73.79
Sheet metal products.....	41.7	40.6	42.4	167.0	164.3	158.5	69.61	66.71	67.20
*Transportation equipment.....	40.6	39.4	39.4	173.8	171.7	167.0	70.56	67.65	65.80
Aircraft and parts.....	41.0	40.9	40.5	176.9	176.3	172.1	72.53	72.11	69.70
Motor vehicles.....	40.0	36.1	36.5	184.8	184.2	180.1	73.92	66.50	65.74
Motor vehicle parts and accessories.....	40.1	40.4	40.5	175.0	174.8	166.1	70.18	70.62	67.27
Railroad and rolling stock equipment.....	40.3	38.9	39.2	171.1	163.5	159.1	68.95	63.60	62.37
Shipbuilding and repairing.....	42.1	42.0	41.4	161.2	162.6	157.4	67.87	68.29	65.16
*Non-ferrous metal products.....	41.3	40.8	41.1	173.1	172.3	166.0	71.49	70.30	68.72
Aluminum products.....	40.1	40.1	41.5	150.3	145.4	144.6	60.27	58.81	60.01
Brass and copper products.....	41.4	41.7	41.8	158.0	158.5	155.4	65.41	66.09	64.96
Smelting and refining.....	41.7	40.7	41.6	188.5	188.5	178.9	78.60	76.72	74.42
*Electrical apparatus and supplies.....	40.8	40.8	40.8	158.7	158.3	152.5	64.75	64.69	62.22
Heavy electrical machinery and equipment.....	40.8	41.2	40.8	174.8	174.3	166.6	71.32	71.81	67.97
Radios and radio parts.....	40.0	39.3	39.8	136.6	138.1	139.1	54.64	54.27	55.36
Batteries.....	40.7	40.5	41.6	156.4	153.8	149.4	63.65	62.29	62.15
Refrigerators, vacuum cleaners and appliances.....	41.1	41.1	41.6	157.6	157.5	150.9	64.77	64.73	62.77
Miscellaneous electrical products.....	40.8	41.1	.....	154.1	152.5	.....	62.87	62.68	.....
Wire and cable.....	42.3	42.1	.....	175.8	175.4	.....	74.36	73.84	.....
*Non-metallic mineral products.....	43.4	43.6	41.0	152.9	152.8	145.1	66.36	66.62	63.84
Clay products.....	43.2	43.3	44.8	143.8	143.8	135.2	62.12	62.27	60.57
Glass and glass products.....	41.5	42.3	42.6	150.8	149.9	144.0	62.58	63.41	61.34
Products of petroleum and coal.....	41.1	41.0	40.0	210.0	209.8	197.9	86.31	86.02	79.16
Chemical products.....	40.8	41.3	41.6	159.8	158.0	152.1	65.20	65.25	62.90
Medicinal and pharmaceutical preparations.....	41.4	41.2	41.3	130.0	129.7	123.7	53.82	53.44	51.09
Acids, alkalis and salts.....	42.0	42.1	42.5	178.7	180.1	171.6	75.05	75.82	72.93
Miscellaneous manufacturing industries.....	41.2	41.0	40.7	123.7	123.0	119.8	50.96	50.43	48.76
*Durable goods.....	41.5	41.0	41.0	163.4	162.6	155.7	67.81	66.67	63.84
Non-durable goods.....	40.8	40.9	40.7	140.6	139.6	133.6	57.36	57.10	54.38
Construction.....	41.2	40.6	40.6	161.5	164.2	147.6	66.54	66.67	59.93
Buildings and structures.....	41.5	40.8	39.8	176.9	176.7	159.5	73.41	72.09	63.48
Highways, bridges and streets.....	40.5	40.1	42.2	129.5	134.8	124.4	52.45	54.05	52.50
Electric and motor transportation.....	44.7	44.3	45.1	150.8	150.2	145.3	67.41	66.54	65.53
Service.....	40.4	40.5	40.6	88.5	89.0	85.0	35.75	36.05	34.51
Hotels and restaurants.....	40.3	40.5	41.1	87.8	88.5	84.0	35.38	35.84	34.52
Laundries and dry cleaning plants.....	41.2	41.3	40.4	85.8	85.8	82.5	35.35	35.44	33.33

\*Durable manufactured goods industries.



## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
September 1, 1950.....	29,631	16,558	46,189	97,634	53,969	151,603
September 1, 1951.....	43,331	15,966	59,297	79,627	47,509	127,133
September 1, 1952.....	26,178	20,870	47,048	105,169	51,121	156,290
September 1, 1953.....	24,203	20,321	44,524	113,191	48,634	161,825
September 1, 1954.....	13,691	14,110	27,801	180,407	70,472	250,879
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March 1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
April 1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
May 1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
June 1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
July 1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
August 1, 1956 <sup>(1)</sup> .....	38,195	19,636	57,831	105,417	69,272	174,689
September 1, 1956 <sup>(1)</sup> .....	39,324	22,039	61,363	101,718	60,377	162,095

\* Current vacancies only. Deferred vacancies are excluded.

(<sup>1</sup>) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 31, 1956<sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				June 29, 1956	July 29, 1955
<b>Agriculture, Fishing, Trapping</b> .....	<b>6,212</b>	<b>985</b>	<b>7,197</b>	<b>+ 4,049</b>	<b>+ 4,709</b>
<b>Forestry</b> .....	<b>9,282</b>	<b>15</b>	<b>9,297</b>	<b>- 1,522</b>	<b>+ 6,329</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>1,280</b>	<b>82</b>	<b>1,362</b>	<b>+</b>	<b>+</b>
Metal Mining.....	700	19	719	6	803
Fuels.....	441	17	458	87	508
Non-Metal Mining.....	69	2	71	108	337
Quarrying, Clay and Sand Pits.....	19	3	22	21	69
Prospecting.....	51	41	92	3	6
				9	21
<b>Manufacturing</b> .....	<b>6,421</b>	<b>3,692</b>	<b>10,113</b>	<b>- 1,084</b>	<b>+ 2,313</b>
Foods and Beverages.....	493	438	931	176	19
Tobacco and Tobacco Products.....	4	18	22	5	12
Rubber Products.....	45	29	74	13	40
Leather Products.....	96	267	363	36	23
Textile Products (except clothing).....	200	182	382	39	82
Clothing (textile and fur).....	241	1,500	1,741	128	64
Wood Products.....	835	103	938	39	174
Paper Products.....	307	84	391	33	147
Printing, Publishing and Allied Industries.....	116	133	249	206	25
Iron and Steel Products.....	1,356	202	1,558	251	695
Transportation Equipment.....	1,075	88	1,161	282	449
Non-Ferrous Metal Products.....	430	109	539	13	208
Electrical Apparatus and Supplies.....	530	190	720	74	228
Non-Metallic Mineral Products.....	178	50	228	4	70
Products of Petroleum and Coal.....	64	15	79	25	42
Chemical Products.....	288	140	428	118	155
Miscellaneous Manufacturing Industries.....	163	146	309	6	126
<b>Construction</b> .....	<b>5,721</b>	<b>194</b>	<b>5,915</b>	<b>- 110</b>	<b>+ 2,801</b>
General Contractors.....	4,534	132	4,666	55	2,466
Special Trade Contractors.....	1,187	62	1,249	165	335
<b>Transportation, Storage and Communication</b> .....	<b>1,815</b>	<b>426</b>	<b>2,241</b>	<b>- 780</b>	<b>+ 923</b>
Transportation.....	1,635	195	1,830	695	821
Storage.....	63	27	90	13	7
Communication.....	117	204	321	72	95
<b>Public Utility Operation</b> .....	<b>248</b>	<b>58</b>	<b>306</b>	<b>- 116</b>	<b>+ 182</b>
<b>Trade</b> .....	<b>3,067</b>	<b>2,902</b>	<b>5,969</b>	<b>- 853</b>	<b>+ 1,163</b>
Wholesale.....	1,216	771	1,987	115	547
Retail.....	1,851	2,131	3,982	738	616
<b>Finance, Insurance and Real Estate</b> .....	<b>795</b>	<b>1,006</b>	<b>1,801</b>	<b>- 362</b>	<b>+ 253</b>
<b>Service</b> .....	<b>4,108</b>	<b>10,690</b>	<b>14,798</b>	<b>- 3,444</b>	<b>+ 3,607</b>
Community or Public Service.....	372	1,695	2,067	336	641
Government Service.....	1,533	617	2,150	517	655
Recreation Service.....	319	246	565	157	258
Business Service.....	768	527	1,295	15	268
Personal Service.....	1,116	7,605	8,721	2,419	1,785
<b>GRAND TOTAL</b> .....	<b>38,949</b>	<b>20,050</b>	<b>58,999</b>	<b>- 4,216</b>	<b>+ 23,083</b>

(<sup>1</sup>) Preliminary—subject to revision.  
Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT AUGUST 2, 1956<sup>(1)</sup>**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	2,678	1,033	3,711	2,907	1,120	4,027
Clerical workers.....	1,863	4,725	6,588	6,686	19,091	25,777
Sales workers.....	1,264	1,256	2,520	2,929	9,375	12,304
Personal and domestic service workers..	1,298	8,307	9,605	16,145	11,053	27,198
Seamen.....	30	.....	30	333	1	334
Agriculture and fishing.....	6,773	707	7,480	1,407	545	1,952
Skilled and semiskilled workers.....	18,253	2,286	20,539	42,719	15,191	57,910
Food and kindred products (inc. tobacco).....	97	29	126	504	425	929
Textiles, clothing, etc.....	167	1,632	1,799	1,899	9,267	11,166
Lumber and wood products.....	8,964	3	8,967	4,802	147	4,949
Pulp, paper (inc. printing).....	60	15	75	445	294	739
Leather and leather products.....	53	126	179	554	699	1,253
Stone, clay and glass products.....	18	1	19	113	67	180
Metalworking.....	1,549	29	1,578	8,676	951	9,627
Electrical.....	273	27	300	772	1,173	1,945
Transportation equipment.....	31	.....	31	934	95	1,029
Mining.....	535	.....	535	640	.....	640
Construction.....	2,585	.....	2,585	5,869	.....	5,869
Transportation (except seamen).....	1,205	24	1,229	6,701	84	6,785
Communications and public utility....	76	.....	76	235	1	236
Trade and service.....	405	320	725	1,378	1,021	2,399
Other skilled and semiskilled.....	1,922	63	1,985	6,820	716	7,536
Foremen.....	82	13	95	1,091	240	1,331
Apprentices.....	231	4	235	1,286	11	1,297
Unskilled workers.....	6,036	1,322	7,358	32,291	12,896	45,187
Food and tobacco.....	367	469	836	1,023	2,235	3,258
Lumber and lumber products.....	929	3	932	3,407	250	3,657
Metalworking.....	348	31	379	3,258	455	3,713
Construction.....	2,813	1	2,814	11,996	1	11,997
Other unskilled workers.....	1,579	818	2,397	12,607	9,955	22,562
<b>GRAND TOTAL.....</b>	<b>38,195</b>	<b>19,636</b>	<b>57,831</b>	<b>105,417</b>	<b>69,272</b>	<b>174,689</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.



TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT AUGUST 2, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) August 2 1956	Previous Month June 28 1956	Previous Year July 28 1955	(1) August 2 1956	Previous Month June 28 1956	Previous Year July 28 1955
<b>Newfoundland</b>	<b>659</b>	<b>528</b>	<b>362</b>	<b>3,992</b>	<b>5,872</b>	<b>5,747</b>
Corner Brook	31	56	67	970	1,791	1,397
Grand Falls	12	16	2	303	533	357
St. John's	616	456	293	2,719	3,548	3,993
<b>Prince Edward Island</b>	<b>245</b>	<b>363</b>	<b>163</b>	<b>848</b>	<b>1,036</b>	<b>942</b>
Charlottetown	97	289	78	465	630	552
Summerside	148	74	85	383	406	390
<b>Nova Scotia</b>	<b>1,240</b>	<b>1,548</b>	<b>1,376</b>	<b>7,549</b>	<b>7,851</b>	<b>10,028</b>
Amherst	23	24	20	311	350	310
Bridgewater	28	37	23	438	286	311
Halifax	702	959	1,096	2,328	2,381	3,240
Inverness				178	208	213
Kentville	132	68	102	616	892	508
Liverpool	61	71	27	93	110	154
New Glasgow	147	160	39	658	775	1,538
Springhill	12	12	5	116	152	147
Sydney	65	49	22	2,178	1,880	2,785
Truro	65	137	29	294	363	389
Yarmouth	5	31	13	339	454	433
<b>New Brunswick</b>	<b>1,528</b>	<b>2,416</b>	<b>884</b>	<b>6,442</b>	<b>8,993</b>	<b>7,939</b>
Bathurst	24	25	12	454	667	480
Campbellton	66	45	30	377	920	524
Edmundston	17	174	10	346	450	362
Fredericton	396	412	253	399	530	497
Minto	156	204	20	256	243	222
Moncton	440	799	300	1,529	1,905	1,810
Newcastle	14	7	5	473	704	699
Saint John	275	343	201	1,990	2,419	2,642
St. Stephen	12	140	12	313	637	317
Sussex	64	81	33	110	121	103
Woodstock	64	186	8	195	307	253
<b>Quebec</b>	<b>15,343</b>	<b>19,398</b>	<b>10,368</b>	<b>53,822</b>	<b>62,942</b>	<b>63,881</b>
Asbestos	54	46	54	321	264	247
Beauharnois	41	60	56	284	300	281
Buckingham	5	9	10	212	380	240
Causapsal	437	800	329	711	1,576	723
Chandler	34	10	5	181	308	165
Chicoutimi	369	796	280	570	575	611
Dolbeau	50	190	121	370	613	309
Drummondville	42	38	70	1,144	981	916
Farnham	105	47	59	369	873	475
Forestville	418	1,888	316	322	578	330
Gaspé	65	45	2	198	375	158
Granby	39	58	13	1,414	797	1,518
Hull	95	130	67	908	1,042	994
Joliette	140	117	99	1,028	1,265	1,137
Jonquière	127	82	55	655	746	604
Lachute	41	49	11	268	263	263
La Malbaie		4	2	174	449	245
La Tuque	579	706	762	239	281	193
Levis	261	215	179	1,204	1,325	1,617
Louiseville	73	60	47	535	419	476
Magog	5	15		217	245	
Maniwaki	114	32	42	83	118	102
Matane	243	460	1	348	580	377
Mégantic	65	71	5	197	274	254
Mont-Laurier	7	35	2	224	391	433
Montmagny	28	39	40	438	632	450
Montréal	6,293	7,292	4,663	19,936	21,489	27,212
New Richmond	27	5	39	247	473	277
Port Alfred	32	19	28	246	254	243
Québec	924	1,107	562	5,005	5,381	6,610
Rimouski	361	331	109	651	1,113	563
Rivière du Loup	40	60	121	976	1,365	653
Roberval	95	33	15	263	471	287
Rouyn	374	471	118	1,267	1,664	897
Ste. Agathe	44	94	122	106	140	206
Ste. Anne de Bellevue	138	194	82	260	299	351
Ste. Thérèse	98	127	86	556	541	611
St. Georges Est	854	780	161	603	879	515
St. Hyacinthe	38	216	99	871	1,485	1,160
St. Jean	60	103	83	775	721	770
St. Jérôme	45	69	38	424	546	446
St. Joseph d'Alma	36	18	103	608	816	486
Sept Iles	85	95	48	404	768	177
Shawinigan Falls	40	53	36	1,332	1,875	1,687
Sherbrooke	258	366	211	1,710	1,834	1,948

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT AUGUST 2, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) August 2 1956	Previous Month June 28 1956	Previous Year July 28 1955	(1) August 2 1956	Previous Month June 28 1956	Previous Year July 28 1955
<b>Quebec—continued</b>						
Sorel.....	84	86	18	759	902	986
Thetford Mines.....	52	58	125	650	923	595
Trois-Rivières.....	493	661	245	1,544	1,685	2,062
Val d'Or.....	1,279	932	475	696	865	704
Valleyfield.....	69	89	56	649	750	720
Victoriaville.....	87	137	98	670	653	597
<b>Ontario</b>	<b>22,980</b>	<b>20,946</b>	<b>11,320</b>	<b>65,196</b>	<b>58,528</b>	<b>72,776</b>
Arnprior.....	33	60	26	88	112	99
Barrie.....	200	184	213	618	567	675
Belleville.....	36	44	27	530	604	831
Bracebridge.....	98	439	227	171	124	159
Brampton.....	71	111	55	298	270	304
Brantford.....	328	118	177	1,778	1,350	1,539
Brockville.....	24	43	19	191	124	252
Carleton Place.....	12	6	4	75	83	97
Chatham.....	500	406	408	1,328	1,151	848
Cobourg.....	82	16	16	347	316	337
Collingwood.....	41	33	51	359	307	589
Cornwall.....	176	211	58	1,005	1,054	1,641
Fort Erie.....	77	76	28	298	340	241
Fort Frances.....	67	33	8	77	85	169
Fort William.....	586	474	162	763	618	703
Galt.....	142	137	54	536	368	543
Gananoque.....	8	7	21	118	123	110
Goderich.....	46	40	26	131	179	188
Guelph.....	125	200	107	644	588	1,024
Hamilton.....	952	1,361	727	4,773	5,376	5,080
Hawkesbury.....	11	26	13	145	170	192
Ingersoll.....	1,683	35	144	243	175	237
Kapuskasing.....	544	487	28	158	266	261
Kenora.....	63	110	25	130	157	187
Kingston.....	158	141	133	708	717	765
Kirkland Lake.....	465	547	35	331	398	379
Kitchener.....	111	112	123	1,234	808	1,893
Leamington.....	58	51	16	644	423	522
Lindsay.....	50	65	57	239	224	369
Listowel.....	59	57	29	84	78	103
London.....	1,221	867	564	2,409	2,396	2,385
Midland.....	20	60	46	159	156	241
Napanee.....	8	30	7	104	111	219
New Toronto.....	209	396	196	1,353	1,179	1,508
Niagara Falls.....	176	175	87	524	662	801
North Bay.....	45	30	89	336	308	534
Oakville.....	242	420	141	206	229	171
Orillia.....	44	61	50	237	199	326
Oshawa.....	183	206	121	1,763	1,686	1,618
Ottawa.....	1,267	1,475	888	2,084	2,309	2,226
Owen Sound.....	77	98	95	557	582	809
Parry Sound.....	5	5	2	60	102	77
Pembroke.....	400	397	195	493	608	582
Perth.....	38	53	36	126	192	130
Peterborough.....	183	170	64	1,090	1,119	1,274
Pictou.....	16	24	13	123	135	100
Port Arthur.....	963	1,026	152	641	807	1,140
Port Colborne.....	39	26	19	195	224	301
Prescott.....	39	27	49	210	285	349
Renfrew.....	31	42	19	129	159	342
St. Catharines.....	92	152	198	1,460	1,360	1,632
St. Thomas.....	340	106	69	451	464	475
Sarnia.....	152	210	71	843	685	1,022
Sault Ste. Marie.....	382	607	106	592	604	668
Simcoe.....	2,721	140	86	345	224	456
Sioux Lookout.....	19	35	11	46	48	83
Smiths Falls.....	4	15	15	126	150	274
Stratford.....	45	75	23	344	281	389
Sturgeon Falls.....		3		256	285	364
Sudbury.....	503	627	171	937	994	950
Timmins.....	588	685	119	462	710	867
Toronto.....	5,102	5,982	3,982	15,216	14,981	22,259
Trenton.....	72	93	44	452	416	434
Walkerton.....	49	55	44	202	161	269
Wallaceburg.....	15	16	9	369	219	220
Welland.....	61	63	21	540	717	987
Weston.....	403	493	194	1,011	834	1,089
Windsor.....	258	276	272	10,432	4,538	4,645
Woodstock.....	162	94	35	269	254	223
<b>Manitoba</b>	<b>3,658</b>	<b>4,175</b>	<b>2,210</b>	<b>8,088</b>	<b>9,609</b>	<b>9,979</b>
Brandon.....	309	541	244	444	523	470
Dauphin.....	53	30	27	171	229	230

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT AUGUST 2, 1956

(Source: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	August 2 1956	June 28 1956	July 28 1955	August 2 1956	June 28 1956	July 28 1955
<b>Manitoba—continued</b>						
Flin Flon.....	140	147	42	87	119	137
Portage la Prairie.....	83	68	56	262	332	318
The Pas.....	37	58	4	41	51	51
Winnipeg.....	3,036	3,331	1,837	7,083	8,355	8,773
<b>Saskatchewan.....</b>	<b>2,321</b>	<b>2,561</b>	<b>1,256</b>	<b>3,639</b>	<b>4,909</b>	<b>4,616</b>
Estevan.....	75	137	56	69	191	67
Moose Jaw.....	339	325	210	313	557	432
North Battleford.....	109	65	48	198	417	326
Prince Albert.....	113	232	51	401	671	901
Regina.....	626	615	393	1,209	1,293	1,072
Saskatoon.....	496	533	229	881	1,055	1,081
Swift Current.....	320	366	154	122	161	158
Weyburn.....	91	123	53	58	85	88
Yorkton.....	152	165	92	388	479	491
<b>Alberta.....</b>	<b>5,151</b>	<b>5,225</b>	<b>3,140</b>	<b>6,117</b>	<b>8,231</b>	<b>8,776</b>
Blairmore.....	95	95	24	87	165	160
Calgary.....	1,289	1,492	1,031	2,277	3,031	2,919
Drumheller.....	21	69	24	180	213	293
Edmonton.....	1,784	2,222	1,568	2,526	3,492	3,724
Edson.....	1,155	60	68	112	130	158
Lethbridge.....	319	902	212	392	502	654
Medicine Hat.....	354	251	107	316	374	477
Red Deer.....	134	134	106	227	324	391
<b>British Columbia.....</b>	<b>4,706</b>	<b>5,148</b>	<b>3,919</b>	<b>18,996</b>	<b>21,586</b>	<b>20,700</b>
Chilliwack.....	42	66	41	485	629	470
Courtenay.....	81	77	58	426	294	321
Cranbrook.....	33	17	32	155	220	197
Dawson Creek.....	81	66	25	129	176	439
Duncan.....	69	119	72	549	301	214
Kamloops.....	252	341	142	226	319	287
Kelowna.....	12	21	26	273	541	276
Kitimat.....	430	315	.....	133	157	.....
Mission City.....	41	124	773	269	472	359
Nanaimo.....	37	119	62	833	421	566
Nelson.....	33	12	15	292	381	321
New Westminster.....	315	296	168	2,217	3,112	2,602
Penticton.....	36	55	13	244	300	155
Port Alberni.....	117	67	31	583	376	282
Prince George.....	292	328	260	445	860	790
Prince Rupert.....	83	109	244	205	272	300
Princeton.....	22	15	11	49	61	52
Trail.....	25	60	17	350	478	278
Vancouver.....	2,118	2,303	1,516	8,866	9,994	10,122
Vernon.....	77	48	35	202	273	213
Victoria.....	407	505	291	1,940	1,777	2,231
Whitehorse.....	103	85	87	122	172	225
<b>Canada.....</b>	<b>57,831</b>	<b>62,308</b>	<b>35,028</b>	<b>174,689</b>	<b>189,467</b>	<b>205,384</b>
Males.....	38,195	40,016	18,363	105,417	116,849	132,710
Females.....	19,636	22,292	16,665	69,272	72,618	72,674

(1) Preliminary—subject to revision.  
(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (7 months).....	493,455	326,465	166,990	35,908	116,529	175,522	96,537	68,959
1956 (7 months).....	589,567	425,975	163,592	39,527	140,095	214,407	122,839	72,699



## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JULY 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability Days) in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	3.3	637	14,063 (648)	283,621
Prince Edward Island.....	0.5	126	2,065 (107)	33,531
Nova Scotia.....	4.9	1,573	20,783 (1,661)	356,512
New Brunswick.....	4.9	1,371	20,694 (2,204)	381,958
Quebec.....	39.0	14,054	163,407 (30,512)	2,972,733
Ontario.....	32.7	13,823	137,046 (21,500)	2,479,695
Manitoba.....	4.5	1,176	19,056 (2,552)	328,142
Saskatchewan.....	2.1	491	8,872 (1,182)	153,215
Alberta.....	3.3	833	13,676 (1,811)	251,187
British Columbia.....	8.8	3,460	37,135 (5,923)	686,965
Total, Canada, July 1956.....	104.0	37,544	436,797 (68,103)	7,927,559
Total, Canada, June 1956.....	128.1	43,403	538,014 (68,422)	9,930,856
Total, Canada, July 1955.....	132.4	49,990	2,960,905 (73,968)†	8,947,552

\*Based on the number of payment documents for the month.

†Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

‡Days.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JULY 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (Regular Benefit only) and Claims Pending at End of Month.			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,010	720	290	943	514	429	459
Prince Edward Island.....	223	160	63	236	155	81	55
Nova Scotia.....	4,104	2,858	1,246	3,541	2,753	788	1,269
New Brunswick.....	2,543	1,511	1,032	2,401	1,766	635	661
Quebec.....	23,761	14,943	8,818	22,903	16,586	6,317	6,060
Ontario.....	30,651	18,795	11,856	26,310	20,677	5,633	8,884
Manitoba.....	2,234	1,466	768	2,096	1,563	533	425
Saskatchewan.....	773	518	255	754	490	264	171
Alberta.....	1,641	1,103	538	1,583	1,046	537	419
British Columbia.....	6,607	3,666	2,941	6,143	4,541	1,602	1,654
Total, Canada, July 1956.....	73,547	45,740	27,807	66,910	50,091	16,819	20,057
Total, Canada, June 1956.....	55,212	36,082	19,130	59,052	42,453	16,599	13,420
Total, Canada, July 1955.....	81,578	46,139	35,439	80,583	59,117	21,466	24,533

\*In addition, revised claims received numbered 15,151.

†In addition, 15,286 revised claims were disposed of. Of these, 1,341 were special requests not granted and 849 were appeals by claimants. There were 1,941 revised claims pending at the end of the month.

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, JULY 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)									July, 29 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
CANADA.....	138,467*	37,460	11,239	13,506	18,508	13,995	12,065	8,143	23,461	167,728
Male.....	82,239	25,163	6,599	7,467	9,668	7,749	7,144	4,838	13,611	108,034
Female.....	56,228	12,297	4,640	6,039	8,930	6,246	4,921	3,305	9,850	59,694
Newfoundland.....	3,290	477	311	231	394	366	481	352	678	3,748
Male.....	2,919	416	288	211	353	330	442	319	560	3,438
Female.....	371	61	23	20	41	36	39	33	118	310
Prince Edward Island....	610	87	62	70	100	74	66	39	112	623
Male.....	385	54	48	48	65	54	31	23	62	440
Female.....	225	33	14	22	35	20	35	16	50	183
Nova Scotia.....	7,422	2,010	506	714	1,032	894	789	383	1,094	9,478
Male.....	5,892	1,761	409	565	797	683	628	266	783	8,050
Female.....	1,530	249	97	149	235	211	161	117	311	1,428
New Brunswick.....	6,117	1,262	438	538	872	1,004	750	376	877	6,276
Male.....	4,306	861	294	386	653	759	544	257	552	4,881
Female.....	1,811	401	144	152	219	245	206	119	325	1,395
Quebec.....	46,754	11,502	4,223	4,842	6,767	4,945	4,372	3,206	6,897	57,066
Male.....	26,775	7,069	2,493	2,575	3,442	2,617	2,606	2,007	3,966	35,574
Female.....	19,979	4,433	1,730	2,267	3,325	2,328	1,766	1,199	2,931	21,492
Ontario.....	50,559	16,744	3,903	4,865	6,448	4,434	3,562	2,382	8,221	60,634
Male.....	28,654	11,425	2,093	2,426	2,979	2,147	1,792	1,221	4,571	36,471
Female.....	21,905	5,319	1,810	2,439	3,469	2,287	1,770	1,161	3,650	24,163
Manitoba.....	5,229	1,031	306	466	636	547	460	311	1,472	6,718
Male.....	2,466	532	131	184	261	242	221	139	756	3,794
Female.....	2,763	499	175	282	375	305	239	172	716	2,924
Saskatchewan.....	2,283	244	217	189	265	238	208	152	770	2,970
Male.....	1,103	112	87	79	105	116	104	65	435	1,946
Female.....	1,180	132	130	110	160	122	104	87	335	1,024
Alberta.....	4,253	694	365	506	578	494	435	328	853	7,105
Male.....	2,726	415	199	340	359	323	294	243	553	5,105
Female.....	1,527	279	166	166	219	171	141	85	300	2,000
British Columbia.....	11,950	3,409	908	1,085	1,506	999	942	614	2,487	13,110
Male.....	7,013	2,518	557	653	654	478	482	298	1,373	8,335
Female.....	4,937	891	351	432	852	521	460	316	1,114	4,775

\*This total, which includes disability claimants, is comparable to former totals of ordinary, short-time and temporary lay-off claimants.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1955—June.....	3,257,000	3,112,600	144,340†
July.....	3,405,000	3,218,700	186,300
August.....	3,412,000	3,244,300	167,700
September.....	3,456,000	3,303,200	152,800
October.....	3,457,000	3,311,600	145,400
November.....	3,469,000	3,305,900	163,100
December.....	3,517,000	3,297,200	219,800
1956—January.....	3,600,000	3,211,900	388,100†
February.....	3,613,000	3,136,100	476,900†
March.....	3,666,000	3,155,000	511,000†
April.....	3,675,000	3,163,900	511,100†
May.....	3,502,000	3,209,900	292,100
June.....	3,519,000	3,330,100	188,900

\*Claimants having an unemployment register in the live file last working day of preceding month. The series prior to November 1955 has been revised to include all claimants (ordinary, short-time and temporary lay-off).

†Includes seasonal benefit claimants.

‡A count of persons (based on ten per cent sample) on claim at the time of book-renewal, exclusive of those whose books were renewed through an employer.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodi- ties and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—August.....	116.4	112.4	129.8	108.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6
July.....	118.5	114.4	132.7	108.6	116.7	121.1
August.....	119.1	115.9	133.0	108.4	116.8	121.3

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF AUGUST 1956**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	August 1955	July 1956	August 1956					
(1) St. John's, Nfld.....	105.8	108.1	110.2	113.8	110.1	99.4	104.8	114.6
Halifax.....	115.1	116.1	117.6	112.4	126.6	114.8	120.5	120.4
Saint John.....	117.8	118.7	120.3	117.4	130.1	116.8	117.9	124.7
Montreal.....	116.8	119.1	118.9	116.9	137.9	107.4	114.7	120.9
Ottawa.....	117.3	119.4	120.4	115.2	138.9	111.6	115.3	124.5
Toronto.....	118.5	121.5	122.0	115.6	148.9	111.1	116.3	122.8
Winnipeg.....	116.1	117.6	117.0	111.8	127.7	113.1	114.0	121.3
Saskatoon—Regina.....	115.1	115.6	116.2	114.3	118.1	114.7	117.0	117.0
Edmonton—Calgary.....	114.6	115.7	116.1	112.7	121.2	112.3	117.0	119.8
Vancouver.....	116.8	119.3	119.6	114.8	128.9	112.5	127.2	120.7

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JAN UARY-AUGUST 1955, 1956†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
<b>1956*</b>						
January.....	13‡	13	17,335‡	17,335	338,340	0.38
February.....	12	22	3,884	20,144	234,795	0.27
March.....	12	22	2,324	3,243	16,875	0.02
April.....	14	20	2,500	2,772	10,050	0.01
May.....	29	33	16,420	17,855	136,510	0.16
June.....	23	36	9,576	16,815	77,775	0.09
July.....	32	39	8,260	9,193	57,820	0.07
August.....	32	52	9,387	13,463	87,710	0.10
Cumulative.....	167		69,686		959,875	0.14
<b>1955</b>						
January.....	18‡	18	12,179‡	12,179	218,985	0.25
February.....	5	12	346	2,843	20,669	0.02
March.....	7	13	1,778	2,297	15,752	0.02
April.....	16	21	1,821	2,656	25,369	0.03
May.....	9	17	2,237	3,200	40,500	0.05
June.....	24	32	5,216	6,730	47,510	0.05
July.....	19	33	7,869	10,924	95,975	0.11
August.....	15	26	2,501	6,449	92,225	0.11
Cumulative.....	113		33,947		556,985	0.08

\* Preliminary figures.

‡ Strikes uncompleted at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1956 <sup>(1)</sup>

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars(2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to August 1956					
LOGGING— Loggers, Gordon River, B.C.	1	190	2,470	July 10	Dispute over notice to start work at 5 a.m. instead of 7 a.m. because of fire hazard during dry weather; concluded August 17; negotiations; in favour of employer.
MINING— Iron miners, Marmora, Ont.	1	257	2,570	July 3	Sympathy with steel strike in United States; concluded August 14; based on negotiated settlement of strike in United States; in favour of workers.
Gold Miners, Sullivan, Que.	1	186	5,000	July 12	For a union agreement providing for increased wages, reduced hours, non-wage benefits and union security, and alleged discrimination in dismissal of two workers; unconcluded.
MANUFACTURING— <i>Tobacco and Liquors—</i> Brewery workers, Timmins, Ont.	1	31	60	July 20	For a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, welfare plan and other changes, following reference to conciliation board; concluded August 2; negotiations; compromise.
<i>Textiles, Clothing, etc.—</i> Hosiery factory workers, St. Jean, Que.	1	123	3,300	July 16	Protest against shut-down of two knitting machines with lay-off of five workers; unconcluded.
Cotton, jute and paper bag factory workers, Vancouver, B.C.	1	26	595	July 17	For a new agreement providing for increased wages in textile department to parity with paper department, following reference to conciliation board; unconcluded.
Textile factory workers, Montmagny, Que.	1	453	12,000	July 30	For a new agreement providing for increased wages, adjustment of job classifications and other changes, following reference to arbitration board; unconcluded.
Hosiery factory workers, Sherbrooke, Que.	1	65	1,750	July 31	Protesting reduction in wages and for union recognition; unconcluded.
<i>Pulp, Paper and Paper Products—</i> Pulp mill workers, Watson Island, B.C.	1	(3) 250	250	July 25	Protesting dismissal of a bricklayer; concluded August 1; return of workers pending negotiations; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1956 <sup>(1)</sup>

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars(2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to August 1956—Continued					
Miscellaneous Wood Products— Sawmill workers, Vavenby, B.C.	1	24	550	June 22	For a union agreement provid- ing for increased wages and union shop; concluded August 30; negotiations; compromise
Sawmill workers, Field, Ont.	1	81	1,050	July 16	Protesting dismissal of union president following dispute over grievance during nego- tiations for a new agree- ment with new management; concluded August 15; civic mediation and return of workers pending reference to arbitration; indefinite.
Sawmill workers, Cache Bay, Ont.	1	202	4,840	July 19	For implementation of award of conciliation board for increased wages in new agreement under negotia- tions; concluded August 28; civic mediation; compromise
Sash and door factory workers, Lambton, Que.	1	21	115	July 27	For union recognition; con- cluded August 7; return of workers; in favour of em- ployer.
Metal Products— Electrical apparatus factory workers, Toronto, Ont.	1	265	6,000	May 3	For a new agreement providing for increased wages and pension plan, following refer- ence to conciliation board; unconcluded.
Steel mill workers, Hamilton, Ont.	1	40	160	July 3	Sympathy with steel strike in United States; concluded August 6; based on negotiated settlement of strike in United States; in favour of workers.
Wire and cable factory workers, Guelph, Ont.	1	314	4,000	July 3	For a new agreement providing for increased wages and changes in seniority clause, following reference to concil- iation board; concluded Aug- ust 20; civic mediation; compromise.
Shipbuilding— Shipyard workers, Sorel, Que.	1	1,500	750	July 30	For a new agreement providing for increased wages and non- wage benefits; concluded August 1; negotiations; com- promise.
TRANSPORTATION AND PUBLIC UTILITIES— Other Local and Highway Transport— Truck drivers, Nanaimo, B.C.	1	.....	.....	July 27	For payment of wage rate provided for in agreement; later information indicates concluded by July 30; re- placement; in favour of employer.



**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to August 1956—Concluded					
TRADE— Soft drink route sales- men and warehouse workers, Hamilton, Ont.	1	11	275	July 24	For a union agreement provid- ing for increased wages, fol- lowing conciliation; uncon- cluded.
SERVICE— <i>Business and Personal—</i> Garage mechanics and helpers, St. Catharines, Ont.	1	21	105	July 16	For a union agreement provid- ing for increased wages, seniority, union security and welfare plan, following con- ciliation; concluded August 6; negotiations; in favour of workers.
Hotel employees, Leamington, Ont.	1	16	430	July 27	For union recognition and agreement, following con- ciliation; unconcluded.
Strikes and Lockouts Commencing During August 1956					
LOGGING— Bush workers, Marathon, Ont.	1	780	9,360	Aug. 8	Protest against foreman oper- ating equipment and for improved transportation to work places; concluded Aug- ust 21; negotiations; in favour of workers.
MINING— Silver miners, Cobalt, Ont.	3	200	4,200	Aug. 2	For a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, pay for two additional statu- tory holidays and improved welfare plan, following con- ciliation; unconcluded.
Coal miners, Springhill, N.S.	1	1,229	2,000	Aug. 15	Dispute over payment for putting up stringers; con- cluded August 16; return of workers pending settlement; indefinite.
Coal miners, Glace Bay, N.S.	1	817	2,100	Aug. 28	Protesting suspension of land- ing tender for alleged ineffi- ciency; concluded August 31; return of workers pending settlement; indefinite.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Flour mill workers, Humberstone, Ont.	1	220	3,800	Aug. 8	For a new agreement providing for increased wages, time- and-one-half for Saturday work and improved welfare plan, following reference to conciliation board; uncon- cluded.
Food processing factory workers, Chatham, Ont.	1	353	850	Aug. 14	For reinstatement of a worker off on extended sick leave; concluded August 16; nego- tiations and return of work- ers pending reference to a specialist; indefinite.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1956** <sup>(1)</sup>

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During August 1956—Continued					
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Ste. Rose, Que.	1	<sup>(4)</sup> 40	625	Aug. 14	Protesting elimination of pro- duction bonus; unconcluded.
Carpet factory workers, Brantford, Ont.	1	218	1,500	Aug. 23	For a new agreement providing for increased wages, reduced hours from 45 to 40 per week with same take-home pay and other changes, follow- ing reference to conciliation board; unconcluded.
Textile and knitted goods factory workers, St. Jerome, Que.	1	<sup>(5)</sup> 742	2,800	Aug. 28	For a new agreement providing for increased wages and other changes, following reference to arbitration board; un- concluded.
<i>Printing and Publishing—</i> Printing plant workers, Toronto, Ont.	1	107	105	Aug. 31	For a new agreement provid- ing for increased wages, union shop and check-off, follow- ing reference to conciliation board; unconcluded.
<i>Miscellaneous Wood Products—</i> Planing mill workers, Trois Pistoles, Que.	1	122	1,250	Aug. 14	For union recognition and agreement; concluded Aug- ust 25; return of workers pending negotiations; indefi- nite.
Planing mill workers, Marlboro, Kinuso, Barrhead and Blueridge, Alta.	4	<sup>(6)</sup> 78	1,200	Aug. 14	For a union agreement provid- ing for increased wages, reduced hours from 54 to 48 per week with same take- home pay and union security, following reference to concili- ation board; unconcluded.
Sawmill workers, Hearst, Ont.	1	59	530	Aug. 20	For a new agreement providing for increased wages, follow- ing reference to conciliation board; concluded August 29; negotiations; compromise.
<i>Metal Products—</i> Hydraulic equipment factory workers, Montreal, Que.	1	<sup>(7)</sup> 30	500	Aug. 9	Alleged discrimination in dis- missal of workers following decertification of union; un- concluded.
Foundry workers, Vancouver, B.C.	1	65	195	Aug. 15	For a new agreement providing for increased wages and certain job classifications, following reference to con- ciliation board; concluded August 17; negotiations; in favour of workers.
Nickel smelter workers, Port Colborne, Ont.	1	2,075	2,075	Aug. 20	For a one-year instead of pro- posed two-year agreement and time-and-one-half for Saturday and Sunday work; concluded August 20; return of workers pending settle- ment; indefinite.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
Electro-plating factory workers, Hamilton, Ont.	1	25	225	Aug. 21	Alleged discrimination in dismissal of workers; unconcluded.
Metal pad factory workers, Hamilton, Ont.	1	19	140	Aug. 23	For union recognition, following reference to conciliation board; unconcluded.
Electrical apparatus factory workers Brockville, Ont.	1	561	1,120	Aug. 30	For a new agreement providing for increased wages and non-wage benefits, following reference to conciliation board; unconcluded.
CONSTRUCTION— <i>Buildings and Structures—</i> Plumbers and steamfitters, Port Alberni, B.C.	1	<sup>(8)</sup> 104	150	Aug. 2	For a new agreement providing for increased wages, following reference to conciliation board; concluded August 3; negotiations; compromise.
Labourers, Sydney, N.S.	.....	<sup>(9)</sup> 60	300	Aug. 6	For a union agreement providing for increased wages, reduced hours from 44 to 40 per week, check-off and pay for two statutory holidays; concluded August 10; negotiations; compromise.
Labourers, St. John's, Nfld.	33	<sup>(10)</sup> 175	2,100	Aug. 13	For a new agreement providing for increased wages and reduced hours on Nov. 1, 1956 from 50 to 45 per week with same take-home pay; concluded August 28; conciliation; compromise.
Plumbers and steamfitters, Windsor, Ont.	.....	180	1,260	Aug. 14	For a new one-year agreement providing for increased wages; concluded August 22; return of workers pending further negotiations; compromise.
Carpenters, Kitimat, B.C.	1	17	15	Aug. 28	For a union agreement; concluded August 28; negotiations; in favour of workers.
Plasterers, Hamilton, Ont.	1	<sup>(11)</sup> 26	25	Aug. 31	Alleged delay in negotiations for a new agreement providing for increased wages and other changes; unconcluded.
Canal, Harbour, Waterway— Labourers, Cornwall, Ont.	1	19	110	Aug. 15	Protesting dismissal of foreman for cause; concluded August 23; negotiations; in favour of employer.



**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, AUGUST 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During August 1956—Concluded					
TRANSPORTATION AND PUBLIC UTILITIES— <i>Water Transport—</i> Unlicensed ships' personnel Donnacona, Que.	7	30	450	Aug. 8	For a union agreement provid- ing for increased wages, pay for overtime and fringe bene- fits, following reference to arbitration board; concluded August 25; negotiations; compromise.
Stevedores, Botwood, Nfld.	1	451	100	Aug. 31	Dispute over specified time for loading ships; uncon- cluded.
TRADE— Sheet metal workers and helpers, New Glasgow, N.S.	1	10	30	Aug. 1	For union recognition and agreement; concluded Aug- ust 4; conciliation and return of workers pending certifi- cation; indefinite.
Soft drink route salesmen and ware- house workers, Sydney, N.S.	1	10	210	Aug. 8	For union recognition and agreement providing for in- creased wages and union security, unconcluded.
Ready-mix concrete drivers and ware- housemen, Toronto, Ont.	4	(12) 537	1,600	Aug. 29	For a new agreement (with different Local of same Union) providing for increas- ed wages and fringe bene- fits, following conciliation; unconcluded.
SERVICE— <i>Business and Personal—</i> Garage mechanics and helpers, Courtenay, B.C.	4	28	515	Aug. 9	For a new agreement providing for increased wages, union shop and pay for an addition- al statutory holiday, follow- ing reference to conciliation board; unconcluded.

<sup>(1)</sup> Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

<sup>(2)</sup> In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

<sup>(3)</sup> 329 indirectly affected; <sup>(4)</sup> 8 indirectly affected; <sup>(5)</sup> 167 indirectly affected; <sup>(6)</sup> 56 indirectly affected; <sup>(7)</sup> 120 indirectly affected; <sup>(8)</sup> 1,600 indirectly affected; <sup>(9)</sup> 240 indirectly affected; <sup>(10)</sup> 50 indirectly affected; <sup>(11)</sup> 12 indirectly affected; <sup>(12)</sup> 5,000 indirectly affected.

## H—Industrial Accidents

**TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE SECOND QUARTER OF 1956 BY GROUPS OF INDUSTRIES AND CAUSES**

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Striking Against or Stepping on Objects.....													
Struck by.....	4	27		13	6	13		11	2		8		84
(a) Tools, machinery, cranes, etc.....	1	3		2	1	1		1	1				9
(b) Moving vehicles.....		2		1		5		6	1				16
(c) Other objects.....	3	22		10	5	7		4			8		59
Caught In, On or Between Machinery, Vehicles, etc.....	2	1		3	4			4	2				16
Collision, Derailments, Wrecks, etc.....	14	9		4	3	9		18	8		3		68
Falls and Slips.....	3	6	3	4	6	10	2	7	2		4		47
(a) Falls on same level.....				1									1
(b) Falls to different levels.....	3	6	3	3	6	10	2	7	2		4		46
Conflagrations, Temperature Extremes and Explosions.....	2			3	2	2					2		11
Inhalation, Absorptions, Asphyxiation, etc.....				17	5	2			1				25
Electric Current.....	2	1		3	3	5	6		1				21
Over-exertion and Industrial Diseases.....					1	1		1			1		4
Miscellaneous Accidents.....	1				2	1							4
Total, Second Quarter—1956.....	28	44	3	47	32	43	8	41	16		18		280*
Total, Second Quarter—1955.....	32	42	8	38	45	64	15	59	14	3	15		335

**TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1956**

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....	1	1		1	4	11	4	3	1	2		28
Logging.....	1				6	11				25		44
Fishing and Trapping.....											1	3
Mining and Quarrying.....			2	1	3	21	1	2	4			47
Manufacturing.....					7	18			1	6		32
Construction.....	1		1		11	13	4	1	4	8		43
Electricity, Gas, Water Production and Supply.....					3	3	3		1	1		8
Transportation, Storage and Communications.....	1			3	3	14	2	3	4	9	2	41
Trade.....					2	6	2		4	12		16
Finance.....												
Service.....			1			13	1			3		18
Unclassified.....												
Total.....	4	1	11	6	39	110	14	9	19	65	2	280*

\* Of this total 203 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 77 were obtained from other non-official sources.

## manpower and labour relations

### REVIEW

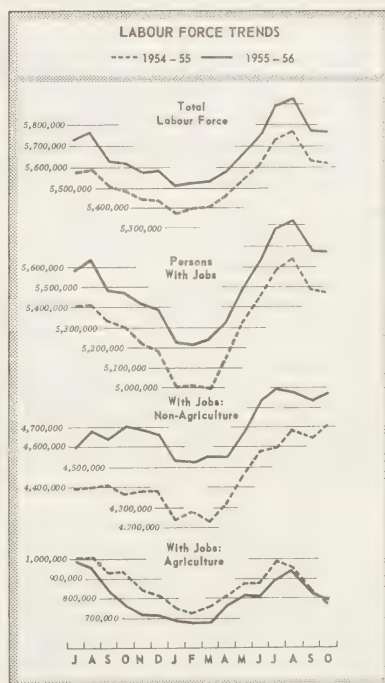
Economics and Research Branch, Department of Labour, Canada

#### Current Manpower Situation

**C**ANADA's work force continued to be more fully occupied in October than in any corresponding period since 1951. At mid-month persons with jobs were estimated at 5,674,000, some 197,000 more than a year earlier. Persons without jobs and seeking work numbered 98,000, or 1.7 per cent of the labour force. These totals were virtually unchanged from a month earlier, although there were large seasonal movements of workers into and out of various industries. Employment dropped by almost 50,000 in agriculture, while in non-farm industries, primarily logging, manufacturing and trade, there was a corresponding rise.

The prolonged harvest and the high level of activity in non-farm industries resulted in a continued scarcity of labour in many areas of the western provinces and some delay in the seasonal release of workers elsewhere. All but eight of the 109 areas surveyed were in shortage or balance at the end of October, a situation unparalleled at least since 1951.

The chief characteristics of the manpower situation in the past five months or so have been the high level of demand for almost every type of worker and the limited supplies of certain professional and skilled workers. It is quite likely that the scarcity of these supplies had a limiting effect on employment expansion, which, although large, fell somewhat short of the increase realized in 1955.





During 1955 the economy was taking up the slack that had resulted from the employment downturn of the previous year; this expansion could not be expected to continue in 1956 at the same pace. Employment, however, did rise substantially this year. In the third quarter of 1956, total employment (seasonally adjusted) was 2 per cent higher than at the beginning of the year and 6 per cent higher than at the beginning of 1955.

Heavy hiring this year absorbed new entrants to the labour force and substantially reduced the level of unemployment. The spring seasonal peak in the number of persons without jobs and seeking work was just over 300,000, almost 100,000 fewer than last year. By mid-June, persons seeking work had fallen to 117,000, or 2 per cent of the labour force. The number continued to edge slowly downward during the summer and the early fall months.

Although employment increased substantially in all regions, labour shortages were largely confined to Ontario and the western provinces. The work force in the Atlantic and Quebec regions was more fully employed in 1956 than it has been far a good many years but there were no serious shortages. The growth of non-agricultural employment during the past three years in Alberta, British Columbia and, to a lesser extent, Ontario has been quite remarkable and has resulted in a general shortage of many types of skilled and unskilled workers despite a steady transfer of workers from agriculture. Last summer a general labour shortage was reported in all but two of the 20 labour market areas in the Prairie Provinces.

The abundance of job opportunities encouraged an increasing proportion of the adult population to take jobs, thus reversing the trend of the past few years. Participation rates for males in the age groups 14-19 and 65 and over showed a significant increase over last year and the rates for females were higher in all age groups. It is estimated that increased participation alone has been responsible for the addition of at least 50,000 workers to the labour force during the year.

Even with the natural growth of the population, immigration and increased labour force participation, shortages of manpower were more marked in 1956 than at any time since the defence build-up following the Korean outbreak in 1951. Information from the National Employment Service and elsewhere indicates a country-wide shortage in at least 15 broad occupational groups. Foremost among these is, of course, the long-standing scarcity of professional workers, particularly engineers, scientists, and commerce graduates.

The degree of shortage in non-professional occupations varied. In some, notably construction, high wages attracted large numbers of workers, although not enough to satisfy requirements. In others, the inflow of workers was limited by such factors as the location of many jobs, working conditions or the length of training required. Included in this category are draughtsmen, technicians, miners, machinists, sheet metal workers, auto mechanics, secretaries and stenographers.

**Industrial Distribution** - The upsurge in activity during the past year has resulted in spectacular employment gains in particular industries. Examination of average employment during the summer months

shows that total non-agricultural employment increased by about 250,000 over last year. Manufacturing, construction, and the distribution and service industries accounted for 90 per cent of this gain.

Construction played a dynamic role in this expansion, for the increase in employment of roughly 60,000 represented a gain of 14 per cent in this industry, compared with about 5 per cent in manufacturing. This in turn reflects the remarkable increase in investment during the past two years. In the mid-year survey of private and public investment made by the Department of Trade and Commerce, expected expenditures for construction were revised upward to 6.5 billion dollars, a figure 26 per cent above the actual expenditures in 1955. Almost all sectors of the industry expected to participate in the expansion.

Developments of the last half of the year have tended to confirm these expectations. There was a definite slackening in the rate of new housing starts but this was offset by increased activity in other fields of construction. Employment in the industry continued to be high as long as the weather was good and the unsatisfied demand for additional workers appeared to be about twice as great as a year earlier.

Many of the new jobs, not only in construction but in other industries too, were filled by former farm workers. In all, the net movement out of agriculture during the year amounted to some 60,000 workers, about twice the average for the past ten years. As a result, farmers in many areas of the country experienced severe difficulties in recruiting labour. As in past years, strong efforts were made to bring in additional agricultural workers from overseas and to encourage the fullest use of domestic labour supplies by organizing the movement of workers for the harvesting of various crops. Because of the heavy demands of other industries, however, these efforts were generally less effective than they have been in the past.

The employment gains of the past two years, however, were at least partly offset by the losses that occurred during the recessionary period preceding the 1955 upturn. This is less true of construction than of some other industries. In transportation and communication, for example, the number of workers increased by 28,000 during the year but employment in mid-summer was only slightly higher than three years earlier. In manufacturing, employment this summer had increased about 10 per cent from the low point reached in 1954 but the net gain since May 1953 was about 3 per cent.

It is interesting to note that the downturn of 1954 had relatively little effect on the service, distribution and finance industries, for employment in these has continued to expand steadily throughout the past three years. It is estimated that more than 60 per cent of the total employment rise between July 1953 and July 1956 (i.e., more than 200,000) can be attributed to expansion of the service, finance and distributive industries. The growing importance of these industries is often obscured by the sharp fluctuations that take place in the goods-producing sector. The three industries together now account for 40 per cent of all employment in Canada and this proportion is growing steadily.

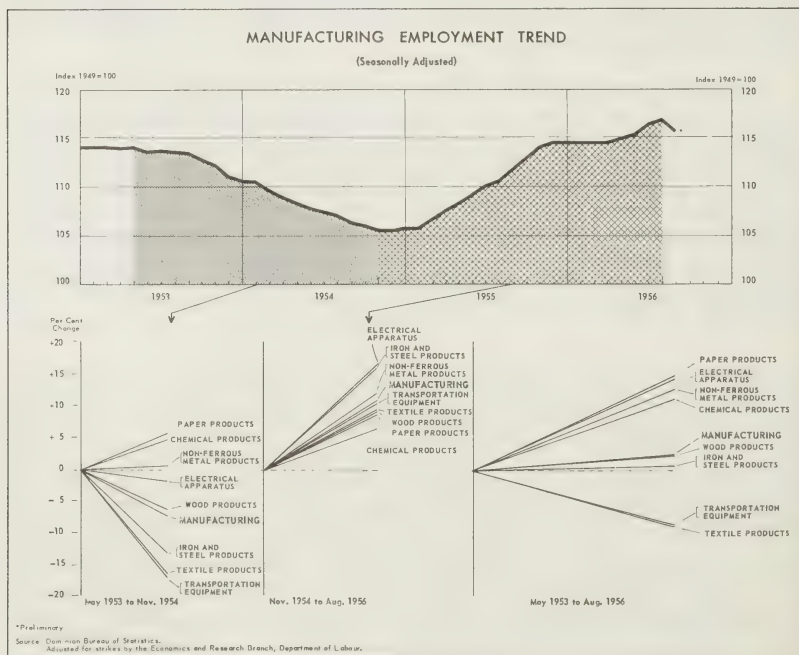
## Manufacturing Employment

An examination of the employment trends within manufacturing during the past three years reveals a notable change in distribution. Employment in manufacturing as a whole is now slightly above the 1953 peak. This result has been achieved largely through greater production of food and mineral and forest products; production and employment in other industries is currently lower than in 1953.

This change of emphasis is outlined in the accompanying chart, which indicates employment changes in selected industries between the approximate dates of the 1953 employment peak, the trough in 1954 and the latest available figures. Differences in direction and rates of change are quite marked. The secondary effects of the heavy program of resource development and industrial expansion in the past two years are reflected in the strong gains that have occurred in the manufacture of electrical apparatus, wood products, machinery, primary steel and non-metallic mineral products. In these industries recent employment increases have more than offset the declines of 1953 and 1954.

In the manufacture of leather products, textiles, clothing and transportation equipment, however, the gains since 1954 have not been sufficient to offset the decreases that occurred in the preceding year and a half. This summer, employment in the transportation equipment industry moved upward as a result of increased activity in shipyards and aircraft plants. In the soft goods industries there was little or no change in basic employment levels.

In some industries, however, employment and production increased steadily even during the 1953-54 recession period. These include the manufacture of foods, paper products, chemicals, and petroleum products, for which domestic and world demand have grown steadily.





# Labour-Management Relations

**C**OLLECTIVE agreements signed during the past month reveal a continuation of the trend to agreements of two years' duration with wage increases in each year of the contract. The provisions on vacations, statutory holidays, premium pay and welfare plans came up most often for revision. A few of the recent settlements also provide for contributions by the companies to funds for the payment of supplementary unemployment benefits. A review of recent important settlements and negotiations is given below.

**Mining** — Early in November, coal miners in western Canada were reported to have rejected by vote a proposed new contract with the Coal Operators' Association of Western Canada. The proposals resulting from the report of a board of conciliation included a wage increase of 50 cents a day, and an increase in the per ton contribution of the operators to the welfare and retirement fund. The miners, numbering some 5,000, are represented by the United Mine Workers of America.

At the same time, negotiations were in progress between District 26 of the same union and Dominion Coal Co., Limited, covering mines in Nova Scotia. The miners in this area, like those in the West, have not had a wage increase in the past few years. The main demands of the union on behalf of about 10,000 coal miners are: a general wage increase of \$2.80 a day; a bonus of \$100 for 1956; an improved pension plan; eight paid holidays; a vacation of three weeks; and changes in overtime regulations.

Application for a board of conciliation was made towards the end of October in a dispute between the United Steelworkers of America and Noranda Mines, Limited, covering its base metal mining operations in northern Quebec. Demands of the union concern wages, hours, pensions, welfare and union security.

**Shipyards** — A new two-year agreement has been reached covering approximately 3,000 shipyard workers in Vancouver and Victoria. Several unions bargained jointly with Victoria Machinery Depot Co., Limited; Yarrows, Limited; B.C. Marine Shipyards; and Burrard Drydock Co., Limited. The wage settlement provides an increase of 20 cents per hour this year and a further 15 cents effective October 15, 1957.

**Metal Products** — During the past month several agreements were achieved in industries manufacturing metal products. Agreements covering mills of the Steel Co. of Canada Limited and the Canadian Tube & Steel Products Limited in Montreal were negotiated by the United Steelworkers of America for some 3,000 workers. The agreements provide benefits along the lines negotiated by the same union earlier for the Steel Co. of Canada's basic steel works at Hamilton. Under the two-year agreement, employees of the Stelco mills in Montreal will receive a wage increase of 10 cents an hour this year and 8 cents next year, plus a special increase of 1½ cents an hour. Changes were also made in shift premiums, Sunday overtime rates and pensions. In the two years of the Canadian Tube & Steel contract, the employees will receive an increase of 8 cents an hour immediately and three subsequent increases of 5, 4 and 4½ cents. The agreement also provides for a supplementary unemployment benefit plan.

The same union and the Frost Steel and Wire Company Limited, Hamilton, signed a new agreement effective November 1. Day workers are entitled to a wage increase of 11 cents per hour this year and a further 8 cents next year. The amount for piece workers was reported at 8 cents this year and 6 cents next year. In line with steel contracts generally, adjustments were made in shift differentials, Sunday work premiums, and pension and welfare plans.

A wage increase of 12 cents an hour is reported in a new two-year agreement between Holmes Foundry Limited, Sarnia, and the United Automobile Workers of America. Also included is a pension plan financed by the company and a plan for supplementary unemployment benefits.

It is reported that a two-year agreement has been reached between Massey-Harris-Ferguson Limited and the United Automobile Workers for plants in Toronto, Brantford, and Woodstock. Workers will receive a wage increase of 3 cents an hour effective January 1, 1957, a further 3 cents for day workers and 4 cents for piece workers on September 1, 1957, and 2 cents an hour on March 15, 1958. Certain skilled tradesmen will receive additional increases.

At three other large firms in the metal products industry, negotiations over new contracts had broken down in the first week of November and there were indications that all three disputes would be referred to conciliation. The three disputes concern Canadair Limited, Montreal, and the International Association of Machinists; Canadian Car and Foundry Limited, Montreal, and the Brotherhood of Railway Carmen; and the Aluminum Co. of Canada, Arvida, and a syndicate of the Canadian and Catholic Confederation of Labour.

**Rubber Products** - A new contract, effective for 18 months, was recently signed by Dunlop Canada, Limited, Whitby, and the United Rubber, Cork, Linoleum and Plastic Workers of America. Hourly-rated employees will receive a wage increase of 10 cents an hour with additional increases for skilled tradesmen. Adjustments were also made in vacations and statutory holidays and a supplementary unemployment benefit plan was adopted.

**Transportation** - A dispute involving Canadian National Steamships (West Indies) Limited and the Seafarers' International Union has been referred to a board of conciliation. The main issue in dispute appears to be wages; an offer by the company to increase wages by \$10 a month was considered unsatisfactory by the union.

During October a board of conciliation was established to deal with differences between the Brotherhood of Locomotive Engineers and the Canadian Pacific Railway Company. For several months a board has been considering a dispute between the same company and the Brotherhood of Locomotive Firemen and Enginemen. This board has been faced with a complicated problem centering around a contention of the company that firemen are unnecessary in certain types of diesel service.

**Chemicals** - Approximately 600 workers are affected by a new agreement for the Welland plant of North American Cyanamid, Limited. The new one-year agreement with the International Chemical Workers' Union increases wage rates from 7 to 12 cents an hour. Other contract changes concern overtime, shift premiums and seniority.

A board of conciliation will endeavour to bring the parties to agreement at Polymer Corporation, Limited, Sarnia. The Oil, Chemical and Atomic Workers of America had originally asked for a wage increase of 20 per cent.

## Work Stoppages

Working time lost as a result of work stoppages during October amounted to 133,870 man-days, according to preliminary figures compiled by the Department. This time loss resulted from 40 stoppages involving 15,315 workers. In the previous month the figures were 111,200 man-days, 48 stoppages, and 14,069 workers.

## Wage Rate Changes

A sample survey of 1,086 establishments in Canada show that slightly more than 60 per cent granted general wage increases during the 12-month period from October 1, 1955, to October 1, 1956, a higher proportion than in the preceding year. The proportion of establishments increasing wage rates by more than 5 cents per hour during the past year is also substantially greater than for the previous 12-month period.

One-third of the establishments surveyed increased wage rates by 5 to 10 cents per hour between October 1, 1955, and October 1, 1956; some 18 per cent reported increases in excess of 10 cents per hour.

The terms "general increase" and "general decrease" in the accompanying table apply to wage rate changes affecting more than 50 per cent of an establishment's non-office employees. Where wage rate changes affected fewer employees, they have been included in the category "no general increase".

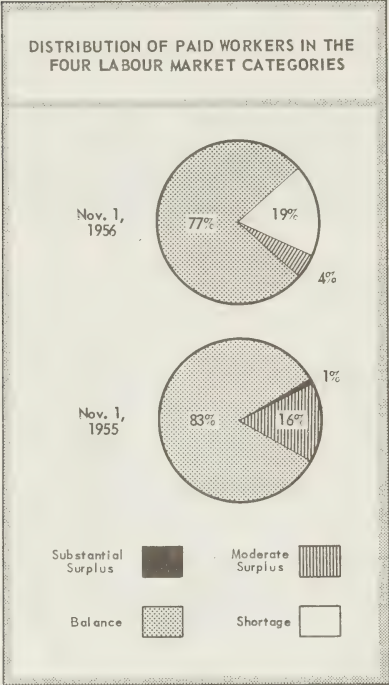
Percentage Comparison of Establishments Granting General Wage Rate Changes, 1955, 1956

Wage Rate Changes in Cents per Hour	Oct. 1, 1954 to Sept. 30, 1955	Oct. 1, 1955 to Sept. 30, 1956
	(Per Cent of Establishments)	
General decrease .....	(1)	
No general increase .....	53	39
General increase .....	47	61
Less than 5 cents .....	17	10
5 cents .....	11	9
5.1 - 9.9 cents .....	13	19
10 cents .....	2	5
10.1 - 14.9 cents .....	3	11
15 cents and over .....	1	7
Total .....	100	100

(1) Less than one-half of one per cent.



# Manpower Situation in Local Areas



ALTHOUGH the completion of harvesting released a substantial number of workers, a general shortage of labour still prevailed at November 1 in 20 of the 109 labour market areas regularly surveyed. These areas were all in the Ontario and Prairie regions. The seasonal slackening of activity in progress in other parts of the country resulted in an increase of six areas in the moderate labour surplus category.

Reports received in early November indicated that winter weather was leading to a reduction in labour requirements. The past six months, however, have seen the most prolonged and widespread labour scarcity since 1951. At October 1, the number of shortage areas reached a peak of 27, including 18 of the 20 areas in the Prairie region. The shortage situation lasted for five months or more

in 16 areas and for two months or more in 27. Although the lack of construction, forestry and farm workers accounted for much of the general scarcity, there were as many as 25 shortage occupations in the Prairie region this summer.

In addition to describing the labour market situation at the end of October, the regional analyses this month discuss the important manpower developments of the past summer.

Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Nov. 1 1956	Nov. 1 1955	Nov. 1 1956	Nov. 1 1955	Nov. 1 1956	Nov. 1 1955	Nov. 1 1956	Nov. 1 1955
Metropolitan	—	—	1	2	6	9	4	—
Major Industrial	—	1	3	10	20	16	4	—
Major Agricultural	—	—	—	—	9	14	5	—
Minor	—	—	4	9	46	48	7	—
Total	—	1	8	21	81	87	20	—

\*See inside back cover May 1956 *Labour Gazette*.

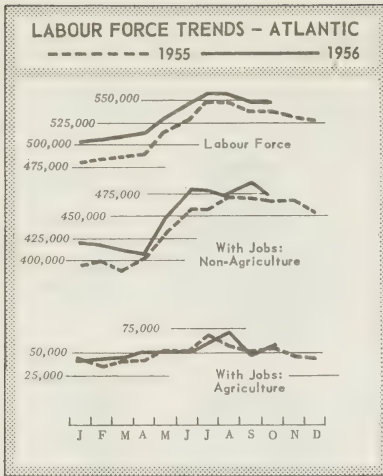
# CLASSIFICATION OF LABOUR MARKET AREAS

November 1, 1956

LABOUR SURPLUS		APPROXIMATE BALANCE		LABOUR SHORTAGE
Group 1	Group 2	Group 3	Group 4	
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	Hamilton Montreal Quebec - Lévis St. John's Toronto Vancouver - New Westminster		Calgary Edmonton Ottawa - Hull Winnipeg
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Brantford SAINT JOHN ← SHAWINIGAN FALLS ←	Comer Brook Cornwall Farnham - Granby Guelph Halifax Joliette Kingston Lac St. Jean London Moncton New Glasgow Niagara Peninsula Oshawa Peterborough Rouyn - Val d'Or Sarnia Shelbrooke Sydney Trois Rivières Victoria		Fort William - Port Arthur Kitchener Sudbury Timmins - Kirkland Lake
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)		Barrie Chatham Charlottetown Prince Albert RED DEER ← REGINA ← Rivière du Loup ← SASKATOON ← Thetford - Megantic - St. Georges		Brandon Lethbridge Moose Jaw North Battleford Yorkton
MINOR AREAS (labour force 10,000 - 25,000)	CHILLIWACK ← DRUMMONDVILLE ← PRINCE RUPERT ← ST. STEPHEN ←	Bathurst Belleville - Trenton Beauharnois Bracebridge Brompton Bridgewater Cambellton Central Vancouver Island CRANBROOK ← DAUPHIN ← Edmundston Fredericton Galt Gaspé Goderich Grand Falls KAMLOOPS ← Kentville Lachute - Ste. Thérèse Lindsay Mentnagay Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George Quebec North Shore Rimouski Simcoe Sorel Ste. Agathe - St. Jérôme St. Hyacinthe St. Jean Stratford ST. THOMAS ← Summerside Trail - Nelson Truro Valleyfield Victoriaville Walkerton Woodstock - Ingersoll Woodstock, N.B. Yarmouth		Drumheller Dawson Creek Listowel Medicine Hat Sault Ste. Marie Swift Current Weyburn

← The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

## ATLANTIC



TOTAL employment remained virtually unchanged in the Atlantic region during October. In the week ended October 20, persons with jobs were estimated at 534,000, about 2,000 fewer than a month earlier but 15,000 more than a year earlier. Registrations for employment at NES offices increased slightly during the month to 3.6 per cent of the labour force, compared with 4.4 per cent a year before. Harvesting of the potato and apple crops was well advanced by the end of the month despite a shortage of workers. The construction industry showed continuing strength. In some of the larger labour markets,

electricians, plumbers, bricklayers, plasterers and tinsmiths were scarce. Logging employment decreased slightly in Newfoundland following completion of summer cutting at some camps but additional forestry workers could have been used in other parts of the region. Logging employment in the region as a whole, however, was at the highest level in several years for October.

Labour supplies have been more fully utilized in the Atlantic region during 1956 than in the past few years but the strain on manpower resources was still much less than in other regions. The average ratio of vacancies to registrations for employment at NES offices for the June-September period amounted to 22.5 per cent, a considerable improvement over the 13.9 per cent recorded for the same period in 1955 but well below the Canada average of 35.9 per cent. Average employment for the first nine months of this year was estimated to be 20,000 higher than in the comparable period in 1955 and somewhat greater than the growth in the labour force. Logging and construction accounted for much of the year-to-year employment gain. Improvements were also recorded in trade and some parts of manufacturing.

Two of the 21 areas in the region were reclassified from balance to the moderate surplus category during the month. At November 1, the area classification was as follows (last year's figures in brackets): in balance, 19 (13); in moderate surplus, 2 (8).

### Local Area Developments

**St. John's** (metropolitan). Remained in Group 3. Unemployment increased during the month according to the usual seasonal pattern. The reduction in activity was not confined to any one industry. Total employment was still somewhat higher than a year earlier.

**Saint John** (major industrial). Reclassified from Group 3 to Group 2. The rise in unemployment was largely the result of staff reductions at the Saint John Dry Dock.

**St. Stephen** (minor). Reclassified from Group 3 to Group 2.



## QUEBEC

RECORD employment continued in Quebec during October and unemployment remained low. At mid-month, the estimated year-to-year increase in persons with jobs held steady at 37,000. Registrations for employment at NES offices rose slightly to 2.8 per cent of the labour force — the lowest figure for mid-October since 1951. The number of job vacancies registered with the NES was higher than in any comparable period since 1951.

The work force in Quebec was more fully occupied in 1956 than it has been for several years, one of the main reasons being the strong domestic and world demand for

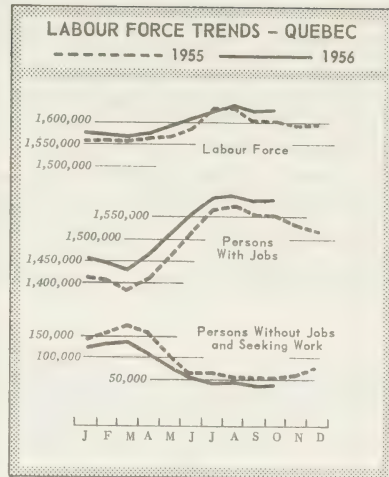
forest products and base metals and the resulting expansion of capacity in these industries. This has been reflected directly in the hiring of miners, loggers, and construction workers and indirectly in the increased activity of many manufacturing industries. Employment in the manufacture of electrical apparatus, wood products, paper products and non-ferrous metal products rose to new records during the year. The industries that fell most sharply two years ago, notably aircraft manufacture and shipbuilding, were recovering in 1956. Partly as a result of labour-management disputes, production and employment in textiles, clothing, and leather products levelled off during the summer after a rapid increase in the preceeding 12 months.

The supply of workers has been generally adequate this year, although workers were scarce for certain occupations in a number of areas. There were distinct shortages of miners in Rouyn-Val d'Or, of bush workers along the north shore of the St. Lawrence River, and of skilled construction tradesmen in a number of areas where large industrial or hydro-electric power projects were under way. At the beginning of October, labour demand and supply were in balance in all areas in the region for the first time in several years and, by the first of November, only two areas had a moderate labour surplus.

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 3. Unemployment rose slightly during the month as construction activity slackened. Textile employment was stable, somewhat below last year's relatively high level. Activity in the aircraft and railway rolling stock industries recovered moderately from the sharp decline of two years ago. In virtually all other industry groups, employment continued at record levels.

**Quebec - Lévis** (metropolitan). Remained in Group 3. During the past two years, employment in this area has increased gradually to the 1953 level. During October, ideal weather made possible good progress in

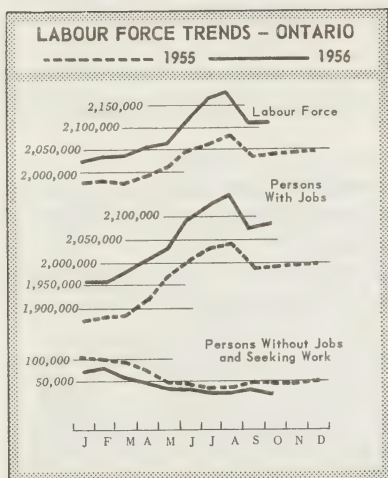


forestry work in outlying districts. Large numbers of workers were hired for this industry but more were required at the end of the month. Textile and clothing firms were fully occupied. In the leather products industry, the shutdown of an important line of shoe manufacturing resulted in the release of about 125 workers; a seasonal decline in construction also brought about the release of some construction workers.

**Shawinigan Falls** (major industrial). Reclassified from Group 3 to Group 2. Seasonal declines in manufacturing, construction and agriculture were responsible for some increases in unemployment. Many of the workers released were absorbed into forestry work.

**Drummondville** (minor). Reclassified from Group 3 to Group 2.

## ONTARIO



EMPLOYMENT in the Ontario region increased during October, a decline in farm employment being more than offset by gains in non-agricultural industries. The employment increase was concentrated in major urban areas and resulted mainly from the recall of workers in the automotive and related industries. Persons with jobs were estimated at 2,086,000 at October 20, an increase of 10,000 from a month earlier and of 97,000 from October 1955. The ratio of job vacancies to registrations for employment at NES offices changed little from last month, remaining considerably higher than a year earlier.

A large number of occupations continued in short supply, particularly engineers, draughtsmen, loggers, miners, auto mechanics, hospital personnel and domestics.

Agricultural operations were nearing completion under ideal weather conditions. Mining and manufacturing employment in general were maintained at high levels, with several industries operating at capacity. Logging, trade and services gained strength, and construction, despite a slowdown in house building, remained very active.

Vigorous industrial development and corresponding high levels of employment were the prevailing features of the Ontario economy throughout 1956. Heavy investment expenditures in manufacturing, public utilities, housing construction and mining were the major forces behind the economic expansion, although the other sectors of the economy also showed increasing strength. In manufacturing, most of the expansion took place in the primary or basic materials industries. In the utilities group, the St. Lawrence Seaway was a major contributor to employment expansion. The mining industry was characterized by wide-scale exploration and rapid progress on major developments such as uranium mining at Blind River and iron ore mining at Steep Rock.

As a result, labour requirements have been exceptionally strong in 1956 and have tended to outstrip supplies, despite the large increase of available workers. Employment during the first ten months of 1956 was, on the average, 88,000 higher than in the corresponding period in 1955; persons without jobs and seeking work were 19,000 fewer. Labour shortages persisted throughout the year, particularly in the professional and skilled occupations.

During October, only one of the 34 areas in the region was reclassified, from the shortage to the balanced category. At November 1, the area classification was as follows (last year's figures in brackets): in shortage, 6 (0); in balance, 26 (30); in moderate surplus, 2 (3); in substantial surplus, 0 (1).

### Local Area Developments

**Hamilton** (metropolitan). Remained in Group 3. As a result of continued high activity in most industries and expansion in iron and steel and chemical manufacturing, demand for workers continued strong.

**Ottawa - Hull** (metropolitan). Remained in Group 4. Employment remained at peak levels with widespread labour shortages.

**Toronto** (metropolitan). Remained in Group 3. There was little change in the labour market, a number of occupations remaining in short supply.

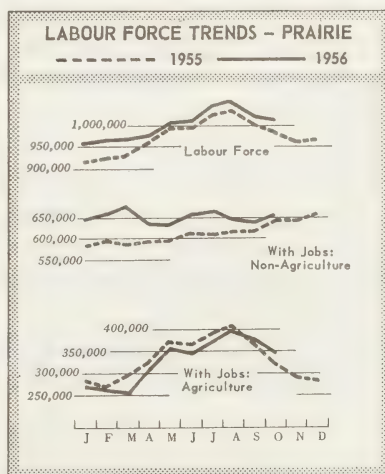
**Windsor** (metropolitan). Remained in Group 2. Some improvement occurred in the labour market as the automotive industry gradually returned to full production.

**St. Thomas** (minor). Reclassified from Group 4 to Group 3.

## PRAIRIE

EMPLOYMENT in the Prairie region during October was at a record level for the month. In the week ended October 20, persons with jobs were estimated at 1,003,000, a decrease of 11,000 from a month earlier but an increase of 31,000 from a year earlier. The seasonal drop in employment was accompanied by a similar decrease in the labour force, both decreases being significantly smaller than usual for the month. The manpower situation continued to be tight so that almost all available labour supplies were being fully utilized. The seasonal movement out of farming

into non-farm activities, as the grain harvest was completed, reduced the pressure on available labour supplies but additional workers were still required in many occupations.





The intensity and duration of labour shortages have been important features of the labour market scene this year, reflecting the vigorous expansion in employment that has characterized the economy of the Prairie region since early summer. During October, for the sixth consecutive month, labour was generally scarce and shortages of workers continued to exist in almost all occupations.

The pattern of economic development in the Prairie region this year has been much the same as in 1955. Trade and service facilities continued to expand on a large scale in response to the steady growth of population. Production and distribution of gas and oil maintained a dominant position in the economy of the region, and associated industries, such as prospecting, exploration and development, continued expanding. Construction of manufacturing facilities such as two multi-million dollar pulp and paper mills at the Lakehead and a \$35,000,000 pulp and paper mill at Hinton, Alta., also played a key role in the general strengthening of employment in the region this year. Average employment for the first ten months of the year was about 34,000 higher than in the corresponding period in 1955. The employment gain was met in part by an increase in the labour supply and in part by the reduction of an already small pool of unemployment. Nevertheless, labour supplies were still far short of requirements. The extent of the manpower shortage is indicated by the fact that at the low season last winter only 8 per cent of the labour force were registered for employment at NES offices (9.6 per cent for Canada), compared with only 1.4 per cent at the peak season in September (2.7 per cent for Canada).

At November 1, 14 areas in the region were classified in the shortage category and six in balance, an unprecedented situation in the postwar period. Last year, at the same time, all 20 areas in the region were classified in the balanced category.

#### **Local Area Developments**

**Calgary** (metropolitan). Remained in Group 4. Labour shortages eased slightly during the month but not sufficiently to warrant reclassification of the area.

**Edmonton** (metropolitan). Remained in Group 4. Continuing shortages existed in a large number of occupations.

**Winnipeg** (metropolitan). Remained in Group 4. Employment reached a seasonal peak early in the month. Nevertheless, labour supplies were still generally insufficient at the end of October; skilled tradesmen were in strong demand.

**Red Deer, Regina, Saskatoon** (major agricultural) and **Dauphin** (minor). Reclassified from Group 4 to Group 3.

#### **PACIFIC**

EMPLOYMENT in the Pacific region showed the usual seasonal decline during October although it remained at a near-record high. Persons with jobs were estimated at 464,000 at October 20, a decrease of 3,000 from a month earlier but an increase of 17,000 from October 1955. The ratio of job vacancies to registrations for employment at NES offices decreased

from September but was still higher than a year earlier.

The decline in employment from last month resulted from the gradual reduction in operations by seasonal industries and from the slowing down of construction because of weather conditions. Apart from seasonal variation, the construction industry showed continuing strength despite weakening in the residential sector. Logging, sawmilling and plywood manufacturing were active during the month, although layoffs occurred in smaller plants as a result of rising costs and soft market conditions.

Strong expansionary forces and high employment levels have characterized the economy of the Pacific region throughout 1956. The development of natural resources progressed on a large scale and the exceptionally high increase in investment expenditures far exceeded that of any other region in Canada this year. Large-scale industrial and engineering projects, particularly in power development and transportation, and in the pulp and paper, plywood and mineral processing industries, have stimulated investment in residential construction, highway and bridge building and the erection of schools, hospitals, office buildings and commercial service facilities. These developments have led to increasing employment in the distributive trades, in the service industry and in the fields of finance, insurance and real estate.

The exceptionally large investment program of 1956 made labour supplies dwindle to a low level and caused scarcities of certain skills, particularly in construction and certain related industries, and in the technical professions generally. During the peak season, the supply of unskilled workers was also tight. Average employment in the first ten months of this year was 25,000 higher than in the corresponding period in 1955. This large increase was met by an increase of 17,000 in the region's work force and by the reduction of the pool of idle workers.

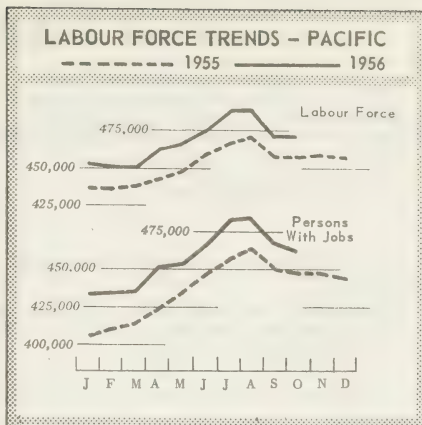
During October, labour supplies generally improved and some surpluses developed but certain occupations, such as engineers, draughtsmen, miners, sheet metal and dairy farm workers and domestics, remained in short supply. During the month two areas were reclassified from the shortage to the balanced category and two from balance to moderate surplus. At November 1, classification of the ten areas in the region was the same as last year: in balance, 8; in moderate surplus, 2.

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 3. Most industries maintained high levels of employment but some layoffs occurred in logging and sawmilling because of weaker markets.

**Cranbrook and Kamloops** (minor). Reclassified from Group 4 to Group 3.

**Chilliwack and Prince Rupert** (minor). Reclassified from Group 3 to Group 2.



# Current Labour Statistics

(Latest available statistics as of November 12, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Oct. 20	5,772,000	0.0	+ 2.7
Total persons with jobs.....	Oct. 20	5,674,000	0.0	+ 3.6
At work 35 hours or more.....	Oct. 20	5,195,000	+ 0.5	+ 3.6
At work less than 35 hours .....	Oct. 20	348,000	+ 0.9	+ 4.8
With jobs but not at work.....	Oct. 20	131,000	-19.6	0.0
With jobs but on short time.....	Oct. 20	23,000	+ 4.5	- 8.0
With jobs but laid off full week.....	Oct. 20	11,000	-35.3	-
Persons without jobs and seeking work	Oct. 20	98,000	+ 1.0	-31.0
Persons with jobs in agriculture.....	Oct. 20	794,000	- 5.6	+ 2.6
Persons with jobs in non-agriculture....	Oct. 20	4,880,000	+ 0.9	+ 3.8
Total paid workers.....	Oct. 20	4,485,000	+ 0.7	+ 4.8
<i>Registered for work, NES (b)</i>				
Atlantic.....	Oct. 18	18,300	+ 5.8	-18.3
Quebec .....	Oct. 18	45,200	+ 3.4	-19.3
Ontario .....	Oct. 18	57,900	-13.5	-16.6
Prairie .....	Oct. 18	17,400	+13.7	-29.8
Pacific .....	Oct. 18	18,600	+19.2	- 7.5
Total, all regions .....	Oct. 18	157,400	- 0.9	-18.3
<i>Claimants for Unemployment</i>				
Insurance benefit .....	Oct. 1	128,440	- 2.9	-11.7
Amount of benefit payments .....	September	\$7,087,703	-13.3	-13.4
Industrial employment (1949=100) .....	Sept. 1	125.4	+ 0.1	+ 6.0
Manufacturing employment (1949=100)....	Sept. 1	117.8	0.0	+ 3.3
Immigration.....	1st 6mos. 1956	69,924	-	+19.7(c)
<i>Strikes and Lockouts</i>				
No. of days lost .....	October	133,870	-	+ 4.3(c)
No. of workers involved .....	October	15,315	-	+50.9(c)
No. of strikes .....	October	40	-	+52.3(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries .....	Sept. 1	\$65.00	+ 0.3	+ 6.4
Average hourly earnings (mfg.).....	Sept. 1	\$ 1.52	- 0.2	+ 5.8
Average hours worked per week (mfg.).....	Sept. 1	41.0	+ 0.5	- 0.5
Average weekly earnings (mfg.).....	Sept. 1	\$62.36	+ 0.3	+ 5.2
Consumer price index (av. 1949=100).....	Oct. 1	119.8	+ 0.7	+ 2.5
Real weekly earnings (mfg. av. 1949=100)	Sept. 1	125.6	+ 0.3	+ 3.2
Total labour income..... \$000,000	August	122.9	+ 0.5	+11.0
<i>Industrial Production</i>				
Total (average 1935-39=100).....	August	288.1	+ 0.9	+ 6.0
Manufacturing .....	August	287.7	+ 0.5	+ 4.4
Durables .....	August	343.0	- 4.3	+ 6.5
Non-Durables .....	August	252.5	+ 5.0	+ 2.7

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *May Labour Gazette*.

(b) See inside back cover, *May Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.



# Notes of Current Interest

## **Canada Seeking Skilled Immigrants from U.S.**

During the past month, in moves aimed at relieving Canada's current shortage of skilled manpower, a Cabinet Minister has invited young Americans to emigrate to this country, the Immigration Department has sent a team to investigate the possibility of re-opening offices in the United States, and a Montreal financial firm has set up a fellowship fund to attract professional talent from the United States to Canada.

Speaking at the annual meeting of the Audit Bureau of Circulation in Chicago, Hon. James Sinclair, Minister of Fisheries, said that although Canada was attracting emigrants at the same rate as the United States had done in its heyday of immigration just after the turn of the century, this rate was not nearly sufficient for Canada.

### **U.S. Has "Debt to Pay"**

The United States has a "debt to pay back to Canada" in this matter, he stated, pointing out that the United States had attracted "tens of thousands of Canadians" in the last 50 years and ought to encourage a movement back to this country.

The Minister described the "many and golden" opportunities in Canada for an American to enter and become adjusted in Canada.

Two experienced immigration officers are now in the United States investigating the possibilities of recruiting immigrants from that country. At one time the Canadian immigration service did maintain offices in the United States; the officers' report will have a bearing on the decision whether or not to re-open these offices.

The Montreal financial firm of Gregory and Company has established the Gregory Fund, administered by McGill University, to attract professional talent to Canada. Prof. D. L. Thomson, Vice-president of McGill, said the Gregory example, if followed, would stem, and perhaps reverse, the flow of young Canadian professionals to the United States.

## **Over Million Canadians Now Living in U.S.**

Emigration of Canadian-born to the United States since 1950 has been between 25,000 and 30,000 a year, bringing the number of Canadian-born living in the United States at the middle of last year to well over a million, according to a reference paper released by the Dominion Bureau of Statistics on results of a study of data relating to Canadian-born in the United States during the last few decades.

According to the 1950 United States Census, Canadian-born residents of that country numbered 994,562 at the April 1 census date. This was a drop from 1,065,480 shown by the 1940 Census and steeply under the record figure of 1,302,843 recorded in 1930. Newfoundland figures are included for each year.

The 1950 total was also well under the figures shown by the three earlier decennial censuses. These were: 1920—1,117,878; 1910—1,196,070; and 1900—1,172,860, all exclusive of Newfoundland.

Over these 50 years, the Canadian-born population of Canada increased more than two and a half times, from 4,672,000 to 11,950,000. As a result, the relation of the total Canadian-born in the United States to the total of Canadian-born in Canada dropped from 25 per cent in 1900 to 8.3 per cent in 1950.

Emigration from Canada to the United States reached its highest levels in the decades 1911 to 1920 and 1921 to 1930. Totals for these periods, according to United States immigration figures, were 742,185 and 924,515, respectively. (These figures include all emigration from Canada but Canadian-born have always formed a large proportion.)

There was a sharp drop in emigration of Canadians during the depression years and the war years that followed. In the period 1931 to 1940, in fact, it has been estimated that there was an actual excess of 123,000 Canadian-born returning to Canada over the number that left to reside across the border.

From the end of the Second World War to 1950, emigration of Canadian-born to the United States was about 20,000 annually. Since 1950 it has increased to between 25,000 and 30,000.

Ten per cent of the Canadian-born males and 16.8 per cent of Canadian-born females in the United States at the date of the 1950 Census were in professional and technical occupations. More than 26 per cent of Canadian-born males were in the occupation group of craftsmen, foremen and kindred workers.

## **Claude Jodoin Proposes Conference on Education**

A federal-provincial conference to launch a full-scale attack on Canada's educational problems was proposed last month by Claude Jodoin, President of the Canadian Labour Congress. Addressing the Windsor Richelieu Club, Mr. Jodoin said that education had become one of the most pressing problems facing all levels of government and failure to meet its challenge would affect children for generations to come.

Municipalities should be given special status at such a conference, he suggested. The agenda should make provision for consideration of methods by which available information on future needs could be co-ordinated and, if necessary, new studies launched. The ability of all three forms of government—municipal, provincial and federal—to meet needs should be discussed and high priority should be given to the development of methods of meeting the need for teachers.

Mr. Jodoin said labour's interest in education extended over many years. Labour organizations had been active in efforts to get young children out of industry and into schools. The CLC advocates free compulsory education, with full provincial autonomy, but with national aid for all grades from primary school to university, and a system of national scholarships and bursaries.

"Now that we are enjoying the greatest era of expansion in our country's history we need more doctors, more scientists, more engineers, more social workers, more people trained in the arts. Above all we need teachers so that we can train people in these various fields," Mr. Jodoin said.

Persons graduating from universities are met on the very steps of the university by talent scouts from industry, and the offers they receive far exceed, in both money and opportunity, those offered by the teaching profession, he pointed out.

"It is regrettable, to say the least, that we give so little tangible regard to the men and women whom we trust with the training of the country's children," he declared.

"The extent of this problem can be measured in very exact terms. We know how many Canadian children will be entering school five or six years from now; and we know that in another 15 years or so a given percentage of them will be seeking entrance to a university."

Mr. Jodoin said there are two basic problems—buildings and facilities; and teachers—and that by far the greatest problem is that of teachers.

## **Considering New System For University Grants**

Prime Minister Louis St. Laurent last month announced that the Government was considering a new plan for distributing grants to Canadian universities that it was hoped would be less objectionable from a provincial rights standpoint than the system now used. Reference to the new plan was contained in a speech at the University of Sherbrooke, where he received an honorary degree.

Under the arrangement now being studied, he said, funds voted by Parliament to aid universities would be turned over to the National Conference of Canadian Universities for distribution.

Since 1952, Parliament has voted the sum of \$8 million annually to universities. This amount has been distributed to the universities in proportion to provincial populations and the number of students enrolled in courses leading to degrees.

A system similar to the one proposed by the Prime Minister has been in use in the United Kingdom since shortly after the First World War. Before the war, universities of the United Kingdom were almost entirely independent of state financial aid; by 1938 the State provided grants totalling just over £2 million, about one-third of the total university income, and today the total government grant is well over £30 million.

To obviate the possible dangers to the autonomy and integrity of the universities inherent in such aid, the Government appointed the University Grants Committee consisting of a chairman, a full-time secretary and ten members. The Committee was reconstituted in 1943 and its membership increased to fifteen.

The Government does not deal directly with the universities but leaves all discussion and negotiation to the UGC, in particular to its chairman. The grants have never been brought into the arena of party politics. There has never been any interference by the State and the universities enjoy complete freedom, it is stated in the monthly newsletter issued by the United Kingdom Information Service.

## **Ont. Plans Increase in Grants to Universities**

A plan for a 10-year program of capital assistance to the province's universities and technical institutes, designed to increase greatly the output of engineers and technicians, is being worked out by Ontario Government officials, according to an article by Leslie Wilson recently published in the *Financial Post*.

Ontario's contribution, the article states, will probably amount to between \$35,000,000 and \$40,000,000 out of the \$85,000,000 which it is estimated will be required for capital expansion by the institutions affected. The buildings and equipment of Ontario universities were valued in 1952 at \$70,700,000, and it is stated that about \$25,000,000 will be needed for expansion in the five years ending 1960 and a further \$60,000,000 in the following five years.

The total figure of \$85,000,000, the *Financial Post* says, is an arbitrary one and is subject to revision. It is, however, based on two calculations: first, the estimated increase in the numbers of persons in the 18-21 age group, and second, the expected increase in the percentage of such young people who will attend Ontario universities during the period under consideration.

In 1955 there were estimated to be 271,000 in Ontario between the ages of 18 and 21. It is expected that by 1965 there will be 379,800, and that by 1975 the number will have increased to 580,600. These figures, however, tell only half the story. In 1955, according to the estimates, the percentage of people in this age group who attended university was 7.5; in 1965 it will be 11.25, and by 1975 it will have increased to 15.0.

The result of this increase both in the total number of young people and in the percentage of that number who attend university will be that enrolment in Ontario universities, which in 1955 was 20,400, will be 42,700 in 1965 and 87,000 in 1975.

The expansion plans will affect mainly the province's seven general universities although some of the technical institutes may also be included.

During the past 10 years, the article goes on to say, provincial grants to Ontario universities have made up well over 40 per cent of capital and current expenditures.

The only other important source of revenue is federal government grants, begun in 1952. In that year payments to Ontario universities amounted to \$2,300,000. These payments rose to \$3,100,000, or 13 per cent of current revenues, in 1954.

## **Professionals' Earnings Lag behind Wage-Earners'**

Although real earnings of professional workers have improved greatly in recent years, the percentage increase is still well below that of wage-earners, it is stated in a paper prepared in the Division of Administration, National Research Council.

Over the 40-year period 1911-1951, real earnings of wage-earners have increased nearly 150 per cent while during the same time those of professional workers increased only 38 per cent, the paper reports.

"Since 1952, the consumer price index has held fairly steady while salaries and wages of both professional and non-professional groups have continued to rise. Between 1952 and 1955, wage-earners in manufacturing increased their real earnings by 11 per cent. Average salaries reported in the NRC surveys of professional salaries indicate that scientists and engineers improved their position by 21 per cent during the same period.

"Although there has been an upward trend to the advantage of scientific professionals in the past few years, over a longer period wage-earners have done much better."

A table giving the index of salaries of scientific staff of the Research Council and of wages of prevailing rate employees, with 1933 salaries equalling 100, shows that in 1939 the index for scientific staff was 108 and for prevailing rate employees, 170; in 1945, for scientific staff it was 94 and for prevailing rate employees, 219; in 1956, for scientific staff, 207, and for prevailing rate employees, 368.

"In Canada, the growth of scientific research during the last half century has brought the scientific and engineering profession to a position of prestige and responsibility in the state," the article concludes. "In spite of this, the professional scientist and engineer has seen his economic status decline relative to the position enjoyed by the wage-earner. However, many adjustments are currently being made and the remaining anomalies may soon disappear."

In 1951, professional workers formed about 7.2 per cent of all persons with jobs, compared with only 4.4 per cent in 1911. In 1951, there were twice as many persons included in the scientific and technological professions as there were in 1941.

The paper was written by John F. Haberer and F. L. W. McKim. It is published in full in the October issues of the *Engineering Journal*, *Chemistry in Canada*, and the *Canadian Mining and Metallurgical Bulletin*.

## **Accident Statistics**

During September, 1,281 accidents to federal government employees were reported to the Government Employees Compensation Branch. This is a smaller number than the 1,465 reported during August and the 1,329 reported in July.



## **Persuade Youth to Finish Training, CMA Head Urges**

If the shortage of engineers and technicians is to be met, the man who completes his vocational training before he enters industrial employment must have the inducement of a significantly higher starting salary than is offered to those who cut short their theoretical training in their impatience to begin earning money, said J. N. T. Bulman, President of the Canadian Manufacturers' Association, in an address last month to the Rotary Club in St. John's, Newfoundland.

### **Easy for Unskilled**

"Let's face it, the labour situation has been such in recent years that it has been relatively easy for such semi-skilled and semi-proficient and, I think I am safe in saying, unskilled people to get into industry and make good money. Differentials have often been greatly narrowed in the process. This is one highly important aspect of the general problem which must be seriously considered afresh if we are to get the result we seek," said the CMA President.

It is necessary to instil into the minds of a much greater number of students a desire to be fully trained before they enter industry; and in this, parents, educationalists and industrialists could help, Mr. Bulman suggested.

A second requisite, he continued, was to make it possible for those who do want to complete their training to do so. Some students could not afford to postpone for as long as four years the time when they could earn full pay. To meet this difficulty he advocated a large increase in the number of grants, scholarships and bursaries awarded by industry for promising students who need the help.

### **Part-time Employment**

An even better way of helping, he went on, might be for industrial concerns to help advanced students to help themselves by offering them part-time employment. This, he said, would satisfy the student's desire to gain practical experience as well as to earn money. It would also give the company a chance to gauge the capabilities of the students and to prepare the promising ones for permanent employment at the conclusion of their studies.

Industry, Mr. Bulman said, could also help by encouraging the establishment of more vocational schools, and in the smaller places, more vocational classes in existing schools. He also suggested the advisability of releasing certain persons in

employment for technical day classes once or twice a week.

Educationalists should try to find out the reasons for the high "wastage" of students who begin technical training, and to find ways and means of reducing it. Students who showed that they lacked seriousness of purpose should be weeded out sooner than they have been hitherto, so that room could be made for those who would profit by training. We had neither teachers or classrooms to waste, the speaker said.

More funds must be provided to improve the salaries of those teachers we now have, and to pay for the additional staffs we need to recruit. "There can be little argument about the inadequacy of teaching salaries, particularly in our universities and secondary schools," said Mr. Bulman.

"This is a good moment to note, I think, that only eight cents out of every dollar which Canadians pay in taxation goes for education, whereas social security and welfare gets about 30 cents," he said.

## **Proper Use of Engineers Would Reduce Shortage**

To encourage more young persons to train in the engineering field may eventually solve Canada's shortage of engineers but the need is current and we cannot wait, G. L. Wilcox, President of Canadian Westinghouse Co., told the Hamilton Branch of the Canadian Manufacturers' Association last month.

To relieve the current shortage he suggested that industry use the present supply of engineers in engineering jobs only and provide the professional engineer with the adequate help of technicians.

In an examination of the use currently being made of engineers, Mr. Wilcox said, we are apt to see many cases of misemployment of engineers, which he defined as engineers doing non-engineering work. He was convinced that many engineers in industry today were not employed in such a way as to enable industry to get the most out of their professional talents or training.

Equally bad, he said, was the common habit of failing to give a creative engineer the adequate help of technicians. Often a large part of an engineer's time must be used on tasks that could well be turned over to others.

When steps are taken to eliminate misemployment of engineers and to supply them with adequate help, a large part of the shortage of engineers will disappear, Mr. Wilcox predicted.

## **Predict Critical Shortage Of U.S. Office Workers**

A critical shortage of office workers in the United States during the next few years is forecast in the 1955-56 report of the National Office Management Association, which is summarized in *Office Equipment News* for October.

The shortage is expected to affect particularly office machine operators, stenographers, secretaries and typists. The demand for office machine operators is expected by 1960 to be double that of 1950, with a probability that it will continue to double every ten years for the next few decades if the present trend continues.

The proportion of men employed as office machine operators has been on the increase since 1950, when 80 per cent of the operators were women. One reason for this, the article states, is believed to be the increasing complexity of the equipment being used. The rate at which the use of office machines will increase will be limited only by the ability of industry to develop machines and of business to train operators.

### **Male Total Will Rise**

The total number of male office workers, the NOMA report shows, will increase by 300,000 from 1,886,000 in 1950 to 2,186,000 in 1960. Half of this increase will probably be represented by machine operators.

The total demand for female office workers during the same period is expected to increase from 4,200,000 to 5,271,000. Owing to women's entering employment at a later age and marrying earlier than they used to, the shortage of females is likely to be more acute than that of males.

The proportion of women to men in offices, however, has been on the increase for many years. In 1890 there were eight times as many men as women in clerical jobs. By 1920 the numbers of men and women were about equal, and by 1950 two out of three clerical workers were women. In 1952 only a quarter of the office jobs were held by men.

### **One Exception**

An exception to the growing predominance of women is in the Civil Service. In 1950, 354,000 out of 390,000 government jobs for clerks and miscellaneous office workers were held by men. In business and industry, according to the NOMA study, in 1950 about the only industries in which male office workers represented any large proportion were agriculture, manufacture of durable goods, transportation and wholesale trade.

## **Quebec Roman Catholics May Work on Holy Days**

Roman Catholics in the Montreal archdiocese are now allowed to work on all religious holidays, except Christmas Day, the Feast of the Circumcision (January 1), and, of course, on Sundays. The privilege was announced by Cardinal Leger and became effective November 1.

Speaking in conjunction with the announcement, an official of the Quebec Labour Department noted that "the overwhelming majority" of collective labour agreements in the province in force at the present time provide for time and a half, or double time, for work on Roman Catholic holy days.

He said the announcement of changes in holy day regulations will not affect collective agreements now in force, "but it is likely the new regulations will be taken into account by employers, when new contracts are negotiated".

The spokesman said some 1,500 collective bargaining agreements are in force in Quebec at present.

In making his announcement, Cardinal Leger said the changes had been approved by the Vatican at the request of Canadian archbishops and bishops. It is not known if the change will apply to other archdioceses in Canada.

In the recent past, observance of Roman Catholic holy days in Montreal provoked a court battle that ended in the Supreme Court of Canada.

The city enacted a bylaw ordering all stores to close on holy days. Many remained open, challenging the validity of the bylaw, and a group of large department stores obtained a ruling from the Supreme Court invalidating the bylaw.

## **August Labour Income Sets Another New High**

Canadian labour income reached another new monthly high in August.

At \$1,229,000,000, the month's total was up \$6,000,000 from July's \$1,223,000,000 and up \$122,000,000 (11 per cent) from the August 1955 total of \$1,107,000,000.

This boosted the January-August total about 11 per cent to \$9,223,000,000 from \$8,311,000,000 a year earlier.

All industrial divisions shared in the rise in August and in the eight months over the corresponding periods last year. Labour income in August in manufacturing was \$379 million compared with \$351 million a year earlier; in construction, \$105 million compared with \$93 million.

## **Women's Bureau to Issue Fact Book; Ready Soon**

A fact book, *Women at Work in Canada*, published by the Women's Bureau of the Department of Labour, will be issued shortly.

The book is in six parts: Composition of the Female Labour Force, Occupations of Women, Comparison with the United States and Great Britain, Women's Earnings, Legislation Affecting Women Workers, and Conditions of Work for Women in Selected Industries.

Part I contains facts on such subjects as the increase in the number of women at work, the pattern of women's employment by age, the increase in the number of married women at work and the marital composition of the female labour force.

Other subjects dealt with in other parts of the book include the occupational distribution of women, leading occupations for women and comparative earnings of men and women.

## **Two N.Y. Agencies Move Against Discrimination**

New moves to combat discriminatory practices in employment are being made by the New York City Licence Commissioner and the New York State Commission Against Discrimination.

Practices being attacked are those which tend to bar older persons from getting employment and those that take into account an applicant's religion, race or colour.

Particular attention will be paid by both agencies to New York City's 1,100 fee-charging employment agencies, with each group keeping the other informed on its findings.

Under the new agreement, the State Commission will continue to notify the Licence Commissioner of public hearings and cease-and-desist orders entered against private employment agencies.

In return, the Licence Commissioner will inform the state agency whenever he has uncovered an apparent violation of the state law.

The two agencies also have agreed to co-operate in pressing for legislation. They plan to meet some time before the next legislative session to prepare their cases for better defined laws relating to the business records required of private employment agencies.

Some of the practices regarded as unlawful are the refusal of an employment agency to refer qualified applicants to jobs because of their race, creed, colour or

national origin, and the use of codes and symbols to get around the violation.

The State Employment Service already has extended to 10 new communities a drive to find jobs for workers shut out of the labour market by early age limits on hiring.

It was recently reported that this pilot project had succeeded in finding jobs for 1,280 of 2,300 older workers. It was pointed out that this was only 20 per cent of the workers who could have been aided had more funds been available.

## **Urge All Provinces Enact Anti-Discrimination Law**

Nation-wide anti-discrimination legislation was asked for last month by the Canadian Jewish Congress at its 11th plenary session.

The Congress commended provinces where such laws have been passed and urged extension of the laws to provinces that lack them.

Another resolution called for elimination of discrimination in housing. It pointed out that existing fair accommodation practices laws do not cover all types of housing.

## **Local Council Mergers Occur in 3 More Cities**

Mergers of local labour councils have been completed in three more centres, policemen's unions in British Columbia have established a provincial federation, and an amalgamation of two fish workers' unions in the Atlantic provinces is contemplated.

In the United States, two non-operating rail unions have signed an agreement to arbitrate jurisdictional disputes.

Th three council mergers were:—

The Toronto and District Trades and Labour Council with the Toronto and Lakeshore Labour Council to form the Toronto District Labour Council.

Brandon Trades and Labour Council with Brandon Labour Council; the new council retains the latter title.

Kingston Trades and Labour Council with Kingston Labour Council; the latter title is retained for the merged council.

Unions representing 1,000 municipal policemen in British Columbia are represented in the newly organized B.C. Provincial Federation of Peace Officers.

In the Maritimes, a strong recommendation was made at the 11th convention of the Canadian Fish Handlers Union, a former TLC affiliate, that the Union join with the United Fishery Workers of Canada, formerly chartered by the CCL.



UFWC members will vote on affiliation after submission of reports from their union's observers at the CFHU convention.

The agreement to arbitrate jurisdictional disputes was signed by the International Association of Machinists and the Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers.

### **Mine Union's District 26 Drafts New Wage Policy**

Wages, working conditions, living standard, pensions, medical and pension plans and other items were dealt with in 294 resolutions presented to and acted upon by some 70 delegates, representing 11,000 Nova Scotia and New Brunswick coal miners, at the 26th annual convention of District 26, United Mine Workers of America. The sessions lasted 13 days.

The convention drafted a policy calling for a \$2.35 a day rise in the basic wage rate in the coal industry, and for general improvements of conditions ranging through hours, union shop, holidays, provision for overtime, Sunday and holiday pay, and legislative recommendations for a commission to examine the medical-compensation tieup, establishing of standards for wash houses and study of the effects of dust accumulation from mechanical mining and diesel fumes on the health and safety of workers.

#### **Union Shop**

In addition to the boost in basic pay, the convention favoured a \$100 bonus request before start of the 1957 contract negotiations, as a recognition for gains made by the industry during 1956. In one of their final sessions, the miners called unanimously for establishment of a union shop in the industry, which now has a maintenance membership clause negotiated three years ago.

Indication that the miners' officials in District 26 mean to waste no time in putting into action resolutions adopted at the convention was the fact that 24 hours after the close of the meeting, notice was served on Dominion Coal Company that the UMW wished to open contract negotiations.

Premier Henry D. Hicks of Nova Scotia noted that although the situation of the coal industry could be said to be better now than it has been, it was not by any means "out of the woods" yet, and the threat to its future posed by residual oils, and perhaps in the near future by some form of atomic power, has still to be faced.

Among resolutions passed by the convention was one calling on the RCAF to keep its coal-heating system at Greenwood base, rather than switch to oil. It was also urged that Maritimes coal get preference in all Maritimes defence installations.

In addition to pay boosts and lifting of the basic wage, the convention asked that eight paid statutory holidays be allowed miners instead of the present four, and that they be paid time and a half for overtime and double time for work on Sunday and statutory holidays.

### **Metal Trades Convention Calls for Improvements**

A program calling for efforts to improve wages and working conditions for millions of members in government installations, industrial plants, atomic energy, shipbuilding and other operations was adopted at the AFL-CIO Metal Trades Department's 47th annual convention.

Two resolutions affecting federal employees approved a legislative campaign to establish a six-hour day, without loss of pay, and a "little Wagner Act" to give United States government employees full bargaining rights similar to those that prevail in private industry.

One of the resolutions described a shorter work week as inevitable in the face of increases in population, workers' productivity, and continued pockets of unemployment.

The resolution on bargaining rights for government workers asserted that the government had a "duty and obligation" to lead the way in setting standards, not to "lag behind".

#### **Other Resolutions**

Other resolutions condemned the alleged encroachments on civilian jobs of the demand for military labour, and urged improvements in overtime and holiday pay, in job promotional policies, and in retirement and insurance benefits.

After hearing a scathing report from President William A. Calvin of the Boilermakers and Blacksmiths Union, chairman of the convention's maritime affairs committee, the delegates passed resolutions urging Congress to deal with "runaway shipbuilding" by private employers who farm out ship construction to foreign yards.

While United States shipyards collect "successive layers of dust" and skilled workmen are unemployed, "practically every shipyard in the world is on full schedule building for American operators," Mr. Calvin said.

## **UMW Convention Sees New Contract Signed**

Formal signing of a new one-year contract between the union and the Bituminous Coal Operators Association was the most striking event of the quadrennial convention of the United Mine Workers of America, held early in October in Cincinnati. Delegates numbered about 3,000.

The agreement provides a "package" wage gain of 30 cents an hour for 200,000 miners. The increase is in two stages: the first, which was retroactive to October 1, amounts to an increase of \$1.20 for an eight-hour day; the second, effective next April 1, amounts to 80 cents a day, and will bring the basic daily wage to \$22.25.

Vacation payments for each miner will be increased from \$140 to \$180, with a special Christmas week payment of \$40 this year.

Among matters discussed at the convention was the question of raising union dues for working members to \$4.25 a month from \$4, which was approved without dissent, and the more controversial proposal to raise dues for retired and unemployed members to \$1.25 a month from \$1.

Some of the delegates who objected to the increase of dues for the latter class said that they would cheerfully accept an increase of \$1 or \$2 in the general dues as an alternative. Union President John L. Lewis silenced opposition when he announced that thousands of retired miners had voluntarily undertaken to pay an extra 25 cents a month to their locals.

The decline in employment in the coal-fields, due mainly to increased mechanization, has reduced the number of workers from more than 500,000 eight years ago to 225,000 at present. The result is that there is now one pensioner on the rolls of the welfare fund for every three men digging soft coal. In the anthracite region there is one pensioner for every two with a job. It was brought out in discussion that scores of union locals are now made up solely of non-working members receiving retirement benefits or other aid from the union's welfare fund. This situation emphasizes the importance of the question of dues for the non-working union members.

Mr. Lewis, who has long supported the use of labour-saving machinery in the mines, said that he was certain the low point in employment had been passed and that a sharply increased demand for coal in the next few years would mean more jobs. He emphasized the point that all of the dues increase would go to the locals and none to the parent organization.

However, Mr. Lewis asserted the union's stand that federal and state unemployment benefits should be increased. He said that payments should continue as long as a person remained out of work, even if this meant the rest of the person's life.

The \$1,000,000,000 collected by the union's welfare fund in the last 10 years is paying dividends in better health and improved economic standards in areas far removed from the mine fields, Miss Josephine Roche, the fund's director, and Dr. Warren F. Draper, its executive medical officer, reported.

The 40 cents a ton on all coal dug, paid by the companies into the fund, has made possible the building of 10 special hospitals, as well as the sending of miners with major disabilities to medical centres in all parts of the country. Besides this the payment of \$400,000,000 in monthly pensions, and an additional \$180,000,000 in cash aid to crippled miners, and to widows and children of miners, was reported. The report said that 1,000,000 persons who would otherwise have had to turn to public relief have been helped by the fund.

### **Nearly Bankrupt**

While the soft coal fund, with an annual income of more than \$150,000,000 and a reserve of \$130,000,000, is flourishing, the anthracite industry fund is close to bankruptcy. This is due to the lower productivity of the hard coal mines and the chronically depressed state of the industry, and is in spite of the fact that the operators are paying a welfare royalty of 50 cents a ton compared with the 40 cents contributed by the soft coal operators.

The union believes that in the long run the best solution would be to merge the two funds, and to pay benefits to hard and soft coal miners out of a common pool. This proposal, however, has been vetoed by the bituminous operators on the ground that they would be forced to subsidize the mines in the anthracite region.

Although for 25 years the United Mine Workers lobbied to block construction of the St. Lawrence Seaway, the union has now reversed its stand. The official opinion, pronounced at the convention, now is that the opening of the waterway will expand the market for coal and make more jobs for miners.

Two years ago the coal industry seemed to be in a bad way. The competition of oil and natural gas had cut the quantity of bituminous coal mined from 630,000,000 tons in 1947 to 392,000,000 in 1954. But now production is climbing again, and it is expected to exceed 500,000,000 tons this year and to be double that figure by 1975.

Even in the anthracite mines, where tonnage dropped from a peak of nearly 100,000,000 tons 35 years ago to about one-quarter of that figure last year, prospects are better. Production has increased almost 10 per cent over last year, and the mines are operating more than five days a week for the first time since the war.

---

## **NABET to Demand Share In Profits, Shorter Week**

A shorter work-week and a share in the profits of three radio-television networks to offset the effects of automation will be demanded by the National Association of Broadcast Employees and Technicians.

Delegates to the triennial convention of the union in Toronto last month voted unanimously to present their demands to the Canadian Broadcasting Corporation, the National Broadcasting Corporation and the American Broadcasting Corporation.

---

## **U.S. Furniture Unions Establish Federation**

A new factor was added to the labour movement in the United States last month when the Upholsterers International Union and the United Furniture Workers established a confederation.

Some 6,700 members of the industry are working under collective agreements in Canada, and are members of the National Furniture Federation, Upholsterers' International Union of North America, and the International Woodworkers of America. The United Furniture Workers does not have branches in Canada.

In the confederation of the two United States unions, both will retain their autonomy but will work through a joint board that will pool efforts in organizing, political action, research, and union label work.

---

## **IAM to Increase Dues, Tax, Strike Benefits**

Increases in minimum dues from \$2 to \$4 a month, in the monthly per capita tax payable to the union from \$1.30 to \$2, and in strike benefits to \$35 per week after the defence fund reaches \$2,000,000, with the present \$10 benefit—set 42 years ago—to continue until the fund reaches that figure, were among the measures approved by delegates to the 24th convention of the International Association of Machinists.

These changes constituted a package which is subject to ratification by a referendum of the members of the union. The

convention voted to set aside 50 cents of each per capita payment for the defence fund.

The convention also approved a proposal to bring to an end the 67-year-old career of the *Machinists' Journal* and in effect to merge it with the weekly *Machinist*. The *Journal* was a monthly publication until a few years ago, when it became bi-monthly.

---

## **SUB Plans Amended by New 3-Year Agreements**

New three-year agreements between the American Can Company and the Continental Can Company, and the United Steelworkers, which went into effect on October 1, provide for certain changes which bring the SUB plans of these companies into line with those of the steel industry.

The principal changes in the Continental Can Company's plan are:—

The years of service required to qualify an employee for SUB are reduced from three to two years, with effect from October 1, 1958.

The elimination of an overtime "offset" which applied if an employee had received pay for more than 2,080 hours in a benefit year.

A modification of the definition of "other work" which a laid-off employee is required to accept.

Amounts of income which are disregarded in the payment of state unemployment compensation are to be disregarded under the SUB plan. The effect of this change is that, since the SUB plans make up the difference between the state unemployment compensation and 65 per cent of regular pay, the total benefit will be increased by the amount of income which the state disregards.

The provision regulating "general fund levels" has been revised to allow the companies to adjust the trust fund maximums in accordance with the smaller SUB which will be required if state unemployment benefits are increased.

---

## **U.S. October Employment Sets Record for Month**

United States employment in October reached 66,200,000, highest October figure on record and 100,000 above the September total.

The number of employed was about one million higher than in any previous October and 4,300,000 higher than in October 1952.



## ***Industrialization's Impact Studied at Conference***

"Man is still the key to all progress and if we are to maintain our present rapid economic progress we must be as much concerned with the study of the strains and stresses on man as we are with the physical technology and all the material aspects of our society," said Crawford Gordon, Jr. at a round table conference on "The Impact on Human Well-being of a Rapidly Evolving Industrialization" at the University of Toronto last month. Mr. Gordon was chairman of the conference, the first of a series of three annual conferences arranged by the University's School of Social Work.

Mr. Gordon's statement suggests the scope and purpose of the series.

Approximately 120 persons attended last month's conference, representing management, labour, universities, the professions, government and various national religious, welfare and other organizations.

The keynote address, titled "The Needs of Men", was given by Sir Geoffrey Vickers, prominent in the management of the nationalized British coal industry. He analyzed the progressive impact of industrialization on four areas of human well-being: living space, social life and livelihood, concepts of status and success, and the structure of expectations that underlies man's sense of security and his power of foresight.

The conference then divided into six groups to visit the six selected "impact areas": the St. Lawrence Seaway, Iroquois Falls, Blind River, Malton, Scarborough and Downtown Toronto. Each group was given a "profile" prepared in advance by research associates of the University to provide essential background information and focus attention on some of the urgent problems in each area.

During the visits, which lasted two days, the groups were able to form a preliminary impression of the issues facing the selected areas.

The reports made by each group at a plenary session of the conference showed some striking similarities as well as differences among the various areas.

In places where rapid physical developments are taking place, notably the Cornwall area, along the St. Lawrence Seaway, Blind River, Malton and Scarborough, it became clear that some forms of social organization, particularly in the governmental field, had not kept pace with the changes.

In places where excellent planning had been undertaken, the results stood out in

sharp contrast to areas where little advance planning had been done.

In all areas there was evidence of need of attention to the implications of industrialization for human well-being. The complicated and highly dynamic nature of many of the developments, on the one hand, and the heavy weight of traditional modes of social organization on the other undoubtedly help to explain the failure to keep up with the impact of industrialization.

As the conference progressed, the recognition that this failure existed throughout all six areas awakened in the participants a desire to dig deeper into the nature of the many physical and economic changes taking place in order to understand their consequences for individual, family and community living so that constructive social and economic policies might be found for the future.

In some areas, industries have shown initiative in assisting with important community developments such as housing, education, recreation and health; in others, industry has taken no such responsibility.

In some of the areas it became clear, also, that individual and even community initiative were being adversely affected by lack of active participation in decision-making.

### **For Further Study**

The effects of increased credit buying, current shortages of loanable funds, inflation and land values, greater demand for skilled workers, and increased participation of married women in the labour force were frequently mentioned in the groups' reports. These were among the subjects that, it was thought, should receive further study.

The reports, which contained many other significant observations, will serve as a basis for the additional study that it is proposed to do on each of the six areas during the next year. The direction and content of the proposed research will also be aided by observations made in the closing talk by Sir Geoffrey Vickers, in a paper on "The Implications for Research" by Dr. Murray G. Ross of the School of Social Work (recently named Executive Assistant to President Sidney Smith of the University), and by other participants in the conference.

For the conference in October 1957, it is proposed that the same groups visit the same areas after further enquiries and research have been carried out. At this conference, preliminary proposals for action will likely be drawn up; these may then serve as a basis for some experiments the following year.

## **1955 Employment, Wages, Payrolls Up from 1954's**

Canadian industrial employment, payrolls and average weekly wages and salaries were all higher in 1955 than in 1954, the Dominion Bureau of Statistics reports in its annual review of employment and payrolls.

All three have increased each year from 1946 to 1953 but employment in larger industrial establishments declined for a period in 1953 and 1954.

Seasonally-adjusted indexes indicate that employment began to decline late in the spring of 1953 and that the decline continued through the rest of the year and into the early months of 1954. Except for seasonal variation, employment remained fairly steady for the next 12 months but rose sharply in the spring of 1955, reaching record levels in the last half of the year.

Average weekly wages and salaries tended to increase throughout the whole of the 1946-55 period. Aggregate payrolls, which are affected by changes in employment, in hours worked per week, and in hourly earnings, increased consistently from year to year during the 1946-55 period, except from 1953 to 1954.

The national index of industrial employment (1949=100) averaged 112.5 in 1955, up from the preceding year's 109.9 but down from 1953's 113.4. The payrolls index averaged 160.2 compared with 151.3 in 1954 and 151.5 in 1953. The index for weekly wages and salaries averaged 141.7 compared with 137.1 in the preceding year and 133.4 in 1953.

In dollar terms, weekly wages and salaries averaged \$60.87 versus \$58.88 in 1954 and \$57.30 in 1953.

---

## **Average Profit in 1955 5.9c. per Dollar in Sales**

The average profit per dollar's worth of goods sold in Canadian manufacturing industry in 1955 was 5.9 cents, compared with 5.2 cents in 1953 and 1954, it has been reported by D. G. Currie, Chairman of the Public Relations Committee of the Canadian Manufacturers' Association.

Mr. Currie's report was based on a country-wide survey made by the Association. Replies were received from 1,043 member companies which had net sales exceeding \$7,750,000,000—nearly a third of Canada's gross national product.

This study was designed to find out how the average dollar received from sales was divided among the various items of cost,

and how much was left as profit. It was the eighth consecutive annual survey of the kind made by the CMA.

Mr. Currie said that its chief purpose was to provide information for the public as to how much profit was really made by industry. Public opinion surveys, he remarked, have invariably shown that manufacturing profits were believed by most people to be much greater than they actually were, and he said that the Association's surveys have in fact shown that average profits were generally less than half what the polled public thought was a fair profit figure.

Mr. Currie explained why the profit figure was based on sales rather than on investment. "A profit margin expressed in terms of the sales dollar is undoubtedly the simpler measure and the one more easily understood," he said. "During periods of substantial price changes, both earnings and sales have a tendency to reflect the currently prevailing price levels, whereas net worth tends to lag far behind current replacement costs."

He said that sales profit figures have varied little during the eight years the Association has been studying the subject. The first survey, covering 1948, showed a profit of 6.2 cents. The highest figure was in 1950, when it averaged 7.1 cents, and the lowest was in 1952, when it dropped to 5.0 cents.

A breakdown of 1955's profit figure of 5.9 cents shows that 2.5 cents was paid out in dividends and 3.4 cents retained in the business.

Other figures brought out by the survey were: income taxes in 1955 were 4.7 cents out of each dollar of sales; the number of shareholders in the companies responding to the questionnaire was 567,394—higher than the number of employees, which was 463,169. Total investments of the 1,043 companies amounted to \$6,131,272,000.

---

## **Half Year's Farm Income Up 13 Per Cent over 1955**

Cash income received by Canadian farmers from the sale of farm products and from participation payments on previous years' grain crops during the first six months of this year was 13.1 per cent higher than in the corresponding period last year and about 11 per cent higher than in the first half of 1954.

Cash income in 1956's first six months amounted to \$1,188,000,000, second only to the first-half peak of \$1,241,700,000 in 1951. In 1955's first half it was \$1,050,300,000; in 1954, \$1,073,600,000.

# Seasonal Unemployment

Third consecutive annual attack on the problem has been organized and launched, this time on a more extensive and intensive scale than ever

The problem of seasonal unemployment in Canada is facing the third consecutive organized annual attack developed at national, provincial and local levels, this time on a more extensive and intensive scale than ever before.

The slogan of the attack's opening phase, "Plan Now," has been heard in communities across Canada since mid-October and earlier, and is stimulating the activities of individuals and organizations in all quarters towards making the coming campaign a greater success than ever. It is expected that all necessary planning will be executed well in advance of the active phase of the attack, which will reach its climax in the middle of January.

"Do It Now—Why Wait for Spring" will be the theme of the campaign. The objective is to convince householders, businessmen, and all in a position to assist in the attack on winter unemployment, that they should not put off until spring work that can be done just as well during the winter months when workmen and materials are readily available.

Ammunition for the attack lies in the ability of organizers to show the general public, factory owners, business firms, and employers in all categories that a great deal of useful and necessary work can be done conveniently and at no extra cost during the winter. Repairs and renovations to factories, stores, homes and other buildings, as well as painting, interior decorating, and the addition of garages, restrooms, playrooms, etc., are only a few of the jobs that can be done in the winter instead of in the busy summer, when pressure of work makes it often impossible to avoid much delay and inconvenience.

Campaign organizers anticipate that the far-sighted individual who knows a good plan when he hears of it will also get satisfaction out of the fact that by helping himself he is also helping his community by boosting prosperity and general economic activity to a healthy high level during an otherwise slack time of year.

It is hoped that the boost to the community's prosperity will be achieved by reducing to a minimum the numbers of employees laid off or put on short time during the winter months on the one hand, and by spreading the work load on the other, so that during the summer months

the available labour strength will be better able to cope with the demand.

Not only have a great many business leaders across Canada wholeheartedly co-operated in this effort to reduce seasonal unemployment in the past two years, but labour unions throughout the country also have contributed largely to the development of community efforts.

The advertising arm of the attacking forces merits special mention. According to records kept by the National Employment Service and the Department of Labour, last year's campaign was well underwritten by advertisers, principally operating at local level. Newspapers carried 177 full-page advertisements sponsored by local merchants supporting campaigns in their communities, in addition to 78 three-quarter page, 200 one-half page, and 93 miscellaneous-sized advertisements. There were also 385 newspaper editorials supporting the campaigns, while records show 2,805 radio spot announcements and 5,527 minutes of radio time aired on behalf of the campaigns.

This advertising record, without telling the whole story, does reflect with some accuracy the extent to which the local campaigns against seasonal unemployment were supported. The records are not entirely complete, however, and there may have been considerably more advertising than the foregoing figures indicate.

Actual methods by which business leaders have attacked the problem have varied, but the results have been the same: work for otherwise unemployed labour in winter. Among the methods proved successful during the past two years have been:—

- (a) transfer of staff from slack to busy departments during the off-season;
- (b) building new plants or additions to existing plants during the winter months;
- (c) production and stockpiling of standard products during the off-season;
- (d) scheduling annual vacations for employees during the off-season;
- (e) special campaigns and special discounts to create as much winter work as possible;
- (f) training new employees and retraining present employees during winter months;
- (g) diversification of industry within the community;



(h) diversification of products in seasonal industries; and

(i) scheduling maintenance work, renovation, redecoration and repair work during the off-season.

Some communities have been conducting successful campaigns for more than the past two years, but the official view is that 1955-56, the second nationally organized attack on seasonal unemployment, was the most fruitful year by far yet experienced. Organization was co-ordinated through local Employment Advisory Committees, set up in communities where there is a local office of the National Employment Service to advise the NES on employment matters of all kinds. In some instances sub-committees of the Employment Advisory Committees have been set up to deal with seasonal unemployment, and in others, separate committees are in operation.

Campaigns of varying intensity were conducted in about 170 centres last year. One community of about 30,000 population found jobs for more than 700 workers and kept nearly 300 more in their jobs who would normally have been laid off. In a western city of 140,000 population, more than 500 persons were retained in employment which would ordinarily have been suspended for the winter months and some 1,700 other workers were given jobs of varying duration as a direct result of the drive for more winter employment. An even larger community with more than 170,000 population succeeded in keeping jobs open for an estimated 1,800 workers who previously would have been laid off, while further jobs were found for an additional 400. More detailed reports on last year's campaigns appeared in the May issue of the *LABOUR GAZETTE* (p. 519).

It is hoped that this coming winter season will produce even better results. Local campaigns are already being supported by extensive information and publicity drives at the federal level, consisting of posters and pamphlets for local use. Radio and television programs are in preparation and the stamp-cancelling machines of the Post Office in larger centres from coast to coast

will use the campaign slogan "Do It Now—Why Wait for Spring".

The Department of Labour in Ottawa is planning a limited national advertising campaign, and on the national level, government agencies are co-operating closely with private organizations in planning campaigns. Much assistance is coming from such organizations as the Canadian Retail Federation, the Canadian Manufacturers' Association, the Canadian Labour Congress, the Canadian Association of Advertisers, the Canadian Construction Association, and many others. The Canadian Construction Association is one private organization which has set up a special committee to attack the problem in its own industry.

One salient feature of the campaign against seasonal unemployment is that it is in step with the trend of the times. The problem has long been associated with the influence of primary industries on the national economy. Seasons have little influence on manufacturing industries, however, so that the eventual increase in the manufacturing aspect of Canada's economy will ultimately decrease the threat of seasonal unemployment. Technological improvements such as snow ploughs, excavating machines and new types of building materials have also helped to reduce dependence on the seasons.

Authorities on seasonal unemployment give warning, however, that the customs, traditions and habits of the people have not kept pace with technological and economic advancements. Although these advancements have enabled people to carry on most types of building in winter, it is often difficult to convince the public that they need not wait for spring before making a start.

The least the campaigns against seasonal unemployment can accomplish is to give people pause and cause to think seriously about their habits, clearing the way for reformation of habits and customs to conform with the realities of today, rather than with those of the past. This success alone will justify fully the efforts that have been poured into these campaigns.

---

A draft labour code for the province of Quebec, prepared by Gérard Picard, President of the CCCL, will soon be published in both French and English.

Mr. Picard will publish the code on his own responsibility, not on that of the CCCL.

The code will have the English text of the various clauses opposite the French text.

An initial draft prepared two years ago has been amended in the light of suggestions made by committees of the CCCL and by jurists and outside specialists.

# Seasonal Employment Fluctuations in Building Industry in Scandinavia

Measures taken in Sweden, Norway and Denmark to spread construction activity over the whole year have been quite successful

Partly because manpower resources have tended to be scarce during the past decade or so, many countries with severe winter climates have paid increasing attention to using this scarce resource more effectively the year-round. Usually, the construction industry has received initial attention in this field, for it is both a large and seasonal industry. From information available, it seems clear that the Scandinavian countries have gone further than any other in stabilizing employment in this industry.

The Scandinavian countries, Norway and Sweden in particular, lie in a geographic zone that has distinct climatic variations. These variations, quite similar to those in Canada, produce consumer spending and industrial activity patterns quite different from those in countries where the change from one season to another is less marked. Because of the wide temperature differences between winter and summer in Scandinavia, the market for both consumer and producer commodities varies considerably in the course of the year. Apart from this, and undoubtedly more important, is the fact that climatic conditions place certain limits on what can or cannot be done at different times of the year. However, the Scandinavians have discovered, as we have, that these limits are not necessarily immutable. The seasonal patterns in farming and fishing, of course, are subject to natural rather than economic and social laws and little can be done about altering their seasonal pattern. Most industries subject to climatic or seasonal demand changes are found to be conditioned by the general level of economic activity, by changes in technical know-how and by changes in social policy. In the absence of any social policy, it is possible that in the very long run, technical know-how might ultimately stabilize employment in such seasonal industries as construction, forestry, transportation and certain consumer industries. The Scandinavians have found, however, as we have, that in the absence of any social policy on the matter, activity in such industries tends to settle

into fairly regular and "normal" seasonal patterns along the lines of least resistance.

Where the differences in climatic conditions between winter and summer are pronounced, total employment tends to be highest and unemployment lowest in the summer, the pattern reversing in the winter. That is, employment in industries most active in the winter fail to fully absorb those laid off from industries having their slack season in the winter.

Canada, for example, has three major seasonal industries that strongly influence the over-all employment pattern—construction, farming and forestry (logging). The slack season in farming and construction is in the winter. The active season in forestry, on the other hand, is in late autumn and early winter, thus partially offsetting the effects on employment of the other two industries. Despite this, however, total activity declines noticeably every winter, forcing a sizeable number of workers to be idle, for short or longer periods.

In Norway and Sweden, two major seasonal industries, construction and farming, dominate summer activity, and two, forestry and fishing, are most active in the winter months. Since both fishing and forestry are major activities in both these countries, they offset the effects of the other two seasonal industries to a significant extent. Nevertheless, employment statistics show that before the Second World War, winter unemployment was considerable in both countries. Since the war, industrial expansion tended to outstrip available resources and created inflationary pressures that have been reflected in the wage-price spiral of both countries. The high and rising level of investment for expansion of industrial capacity and of services resulted in a fast-growing construction industry somewhat out of proportion to the size of the countries. The unsatisfied demand for housing and industrial capacity and the seasonal pattern of the industry fired an inflationary burst each summer that tended to worsen the seasonal employ-

ment problem. These developments induced the governments of the Scandinavian countries to resort to direct control of the construction industry. (Sweden took this step during the war; Norway and Denmark, both occupied during the war, did so afterwards.)

Surveys made in the Scandinavian countries since the war show that the measures taken by these countries to spread construction activity over the whole year have been quite successful. A study carried out by the Research Department of the Swedish Building Trades Unions shows that between 1935 and 1951 seasonal variations in unemployment in the building trades declined by about one-half. Another Swedish survey made in 1947-48 of urban areas shows that the volume of both industrial and most urban building construction was about equal in summer and winter. Lower winter employment, however, was found to exist in rural and smaller urban districts, where the building of one-family houses predominated.

Fuller details on how these results were achieved were obtained during a recent visit to the Scandinavian countries by Dr. Gil Schonning of the Economics and Research Branch, Department of Labour. Dr. Schonning discussed with various officials of these countries the problems of seasonal employment fluctuations in construction and the measures adopted in Scandinavia to solve them. The difficulties presented by winter building conditions were given particular attention.

In the course of these discussions, a number of interesting points emerged on the techniques used in Scandinavia to achieve some stabilization in the building industry. It is recognized that not all of these measures are directly applicable to Canada, but they are of interest as an illustration of a comprehensive program to meet in a determined fashion a serious degree of seasonality.

## Techniques to Stabilize Building Employment

**Building Permits**—The main technique introduced by the governments with a view to stabilizing employment is the "permit" system. Permits to begin work are now a prerequisite to almost all types of construction in Norway and Sweden. The immediate purpose of this scheme is to reduce summer activity and so reduce pressures on manpower resources, a secondary aim being to stabilize employment in the building industry the year round. It was considered, in fact, that when contractors had had sufficient experience with planning year-round work, and hence with

winter construction, most of them would accept this new pattern of work as the normal pattern even in the absence of control.

Building permits are issued by government agencies at the state, county, or local level. Before authorization to begin building is granted, the contractor is required to show a time-table for the building, indicating the duration of work at each stage. If, on examination of the labour markets, the agency considers that sufficient tradesmen are not available for work, or finds justifiable reasons for not allowing construction to proceed, it is empowered to withhold the granting of a permit to begin work. The agency is also authorized to interrupt work if the construction, in the judgment of the agency, should warrant it.

The permit system does not necessarily force a contractor to build in the winter, but it may prevent him from building in the summer, thus meeting the immediate objective. Both Norway and Sweden, however, have announced national policies respecting year-round activity in construction. For example, a contractor who is granted a permit to build and then lays off large numbers of workers when winter sets in may find that the state agencies are unable to supply him with the required help the following spring and summer, when he requires it.

## Auxiliary Factors Promoting Year-Round Work

Apart from the direct approach through the "permit system," the Scandinavian countries concentrate vigorously on the establishment and use of devices that do not direct but that aid the construction industry, both with respect to long-run capacity growth and seasonal stability.

**Systematic Planning**—Systematic planning seems to be a key factor in any attempt to level out construction employment, whether the construction industry is under some form of state control or not. Some form of planning must, of course, be done by any contractor; but the Scandinavian countries have found that haphazard scheduling is more the rule than the exception.

Good planning of any construction project has two advantages. First, it prevents interruption of work, hence better utilization of manpower and equipment. (The Danish trade unions complained that because employers frequently failed to plan properly unnecessary layoffs resulted). Secondly, proper planning makes possible year-round activity and so avoids even greater waste of men and equipment.



But planning for year-round work means more intense and thorough scheduling in terms of time. It means greater co-ordination on the part of all participants—contractors, architects, engineers, etc. It was confirmed by various sources that in a house-building project, for example, if plans for serviced lands, architectural services, capital, manpower and materials were properly made and co-ordinated, there were no physical or technical reasons why activity could not proceed the year round. It was stressed that while it is true that all phases of construction can be done in the warmer months, most of these activities can also be carried on during the winter. Thus, by proper planning, by the co-operation of individuals associated with construction and by making allowances for certain operations that are impossible or too costly to carry out in the winter, activity can proceed uninterrupted. What is needed is a group of contractors experienced in planning for year-round work.

Research and planning in the construction industry (and to a minor extent in other seasonal industries) appear to receive strong emphasis in the Scandinavian countries. State agencies, particularly those associated with the Ministries of Labour and Housing, lead the way in the amount of research undertaken. The objective in Norway, in particular, is that proper planning will ultimately replace direct control. Research is at present under way to discover what kind of construction work can be done in the summer and what can be done in the winter, the idea behind this being that what can be done in the winter should not be done in the summer, depending of course on the type of project. A study is being conducted in Norway with a view to providing a list of road-building and railway maintenance-of-way operations that could be done in the winter but that are now being done in the summer. Road contractors and railways have been asked, for example, to do no blasting in the summer but to save such projects for the winter. The aim is to draw up with the persons concerned, programs of work that will help to maximize winter employment.

**Organization**—Tripartite boards (or agencies) have been established at the local, regional and national levels for the purpose of both administering the building permit plan and organizing and supervising the winter work programs. These boards are considered very useful, quite apart from their state control function, in helping municipalities and contractors to plan year-round work in an orderly fashion.

The boards comprise representatives of the building unions and of contractors, and a state official. Although their main function is to prevent undue pressures on the local labour markets, the boards co-operate in such a way that activity and manpower resources are meshed on a regional and even an inter-regional basis. They also form the main line of communication from research institutions to contractors and the public on new techniques and information about building materials and structures. They work very closely with the local labour exchanges from which they receive most of their labour market information.

**Labour Mobility**—Careful and continuous study of manpower resources in recent years has provided the Department of Labour officials in Scandinavian countries with considerable insight into the degree of labour mobility in different industries and regions as well as into the motivating force for labour mobility. Despite conditions of over-full employment in these economies, "pockets" of skilled and unskilled workers who had been idle for shorter or longer periods existed in some local areas while jobs went begging in others. In order to utilize the scarce manpower resources more fully, various devices were introduced to stimulate higher labour mobility. The state undertook to cover the workers' expenses of moving from place to place, to provide them with accommodation, and to subsidize their income while they were living away from home. These three measures have proved powerful stimuli to labour mobility, although the last-mentioned has been largely abandoned because it was found too difficult to administer fairly.

Apart from these direct stimuli, the regional employment exchanges provide excellent information about areas with labour shortages, the type of activity in these areas, housing accommodation, rents, prices, etc. This information is announced over the radio and is particularly directed to localities where labour may be in surplus. Two industries in particular have benefited from these techniques—the buoyant construction industry and the forestry industry. Particular care has been exercised not to denude agriculture of farm labour. In areas where construction is buoyant and farming is important, a farm representative sits on the tripartite local labour board. This representative is empowered with a veto, granted to him by the state.

**Education Program**—There are essentially two stages in any education program designed to provide more winter work in construction, particularly one that is not based on state control. First there is the propaganda stage, which makes the public and contractors aware of the problems and possibilities of winter construction. This is followed by the dissemination of the knowledge gained by contractors who build the year round and of information supplied by research organizations and professional people in the industry.

The first stage had not been developed to any extent in the Scandinavian countries, principally because conditions were such that the authorities felt they could not rely on educational methods alone but had to introduce controls. Nevertheless, a great deal of money and effort was spent through the media of newspapers, radio broadcasts and lectures, but principally to explain why winter work was necessary and why state control had been introduced in the construction industry. Although the state has recently withdrawn moneys for these information purposes, the national and local press continue to be very interested and to report what is being accomplished in the winter.

The dissemination, by means of articles and pictures, of technical and other information began only recently. While a great deal is being done to keep contractors, architects and engineers up to date, it was agreed that much more should be done but that resources were limited. It was also acknowledged in all the Scandinavian countries that while a great deal of information is being accumulated and published by the various building institutions and other research agencies associated with the construction industry, this material is not very widely read by those for whom it is intended.

Norway, until recently, has relied principally on the tripartite boards and on material published by the Building Institute for information about winter construction techniques and new materials. In the last two years, short courses for contractors were being given by the Building Institute in Oslo. These were enthusiastically attended; they also revealed quite conclusively that published material (technical bulletins from the building institute) is read by few contractors. Selected government officials were also being sent out to talk to contractors about planning, new techniques, materials, etc.

Sweden distributes information about construction through three main channels: tripartite boards, a Building Institute, and

a Building Service Institute. Both these institutes have branches throughout the country.

The Building Institute is supported financially by contractors but run by state officials. The staff includes a number of technically trained persons, engineers and architects who represent building unions, contractors and the state. Among these officials is an engineer trained specifically in the problems of winter construction. Information about winter construction is based partly on surveys and is disseminated through written publications, films and talks.

The Building Service Institute is a state agency run by engineers and architects and was established for the benefit of professional people, but it has become so popular that it has been thrown open to the public as well. The Institute (and branches) concentrates primarily on the display of materials and designs, prefabricated units, etc.

In Denmark, contractors and professional people are aided by a Building Institute and by a number of specially trained experts in winter construction. A point of interest in Denmark is that the building trades' unions have brought into collective agreements a clause that contractors must plan adequately for winter work.

### Other Features Facilitating Winter Work

The building trades in Scandinavia are about 90 per cent organized and are all heavily committed to and very interested in the winter work program. Union representatives participate in the planning of projects so as to avoid layoffs and frequently help to develop improved building techniques.

In addition, the unemployment insurance funds are run by the unions themselves (there are 44 in Sweden). This arrangement has demonstrated that unions are strict interpreters of the concept "availability for work". Within the construction industry itself, to be available for work means being available for any kind of work, skilled or unskilled. Moreover, the unemployment insurance scheme includes a special rider for seasonal workers in construction, forestry, shipping and for certain transport workers.

The seasonal provision, in operation between December 1 and March 31, states that "if during the preceding two low seasons, contributions have been paid for at least 80 per cent of the possible weeks, there will not be any restrictions during

the low season to follow". If contributions have been less than 80 per cent, fewer benefit days are allowed. For example, if 75·00 to 79·99 per cent of possible weeks were worked in the preceding two years, 50 days can be claimed. If, on the other hand, not more than 54·99 per cent were worked, only 18 days can be claimed. The main purpose of this is, of course, to reduce the attractiveness of long periods of idleness in the winter, or conversely, to make winter work more attractive. This technique to increase winter work assumes, of course, that jobs are available, a fair assumption in Norway and Sweden where jobs go begging the year round.

Some two years ago, the Norwegian government worked out a plan for offering financial aid to municipalities where construction employment came nearly or completely to a halt in the winter. Acceptance or rejection of the offer was left to the municipality. In the winter of 1953-1954, some 100 municipalities took advantage of the offer. The subsidy granted is intended to cover the extra cost of working in the winter as against doing the same work in the summer. In municipalities where the seasonal amplitude is very high, 15 or 30 per cent of the wage bill involved is defrayed by the state; where the seasonal amplitude is lower, from 5 to 15 per cent of the wage bill is subsidized by the state.

### Public Works

The general procedure in the Scandinavian countries during the early postwar years was to use public works principally to increase employment in areas having a high level of unemployment. More recently, however, public works have become more closely integrated with national development plans. The national plan, backed by a research organization of which the Department of Labour is a key member, selects areas in terms of their future potentialities without regard to the level of unemployment. Surplus labour from stagnant areas is encouraged or helped to move to more active areas, particularly to areas where new industries are being established. Help of a minor nature is still given to areas having unemployment problems but no major project is diverted to these just because unemployment is high. Public works programs are planned with year-round employment in

mind. Similarly, government departments must plan their expenditures in such a way that work that can be done in the winter is not done in the summer.

### Summary

Technically, winter building construction is considered to be a routine matter by most large contractors in the Scandinavian countries. This attitude has partly evolved through improved planning, experience, and the development of new techniques and special equipment. It is a moot point how much less would have been accomplished in the absence of government control. The control system<sup>1</sup> forced the public and contractors to break away more quickly from their traditional thinking about construction. It undoubtedly also hastened the need for more research, better planning and organization, and improved techniques, materials and equipment to overcome the conditions of winter building. The experience of the Scandinavians in the past decade or so has proved that more winter building is feasible but that it requires considerably more and better planning than when the customary seasonal pattern is followed.

The problem of additional costs of winter construction is debated in these countries too. It was admitted that a project, when examined in the absence of other considerations, might well cost a little more. However, even this would depend on the duration of the project. If it lasted a year, for example, little or no extra cost might accrue from carrying through the project without interruption. If it was begun in the fall and completed in the spring, some extra costs were undoubtedly incurred. Nevertheless, it was pointed out that such matters could not be considered of any significance compared with what might happen to wages and prices, and therefore costs, if the volume of "extra" work now carried on in the winter were dumped on the already scarce resources available in the summer.

<sup>1</sup>Officials associated with the construction industry in both Norway and Sweden expressed the view that the immediate purpose of control was to reduce summer activity under over-full employment conditions. To compensate for the lost volume in the summer, more winter work had to be done. However, the view was also expressed that, even in the absence of conditions of over-full employment, the social policy of more fully utilizing manpower the year-round would be pursued.



# Implications of Technological Progress

Text of address by Charles D. Stewart, Deputy Assistant Secretary for Standards and Statistics, U.S. Department of Labor, to conference of the Canadian Association of Administrators of Labour Legislation

"Automation is considered to be a concept or philosophy of production and manufacturing in which automatic measurement and automatic control govern production." This I found in a news story a few days ago in the *N.Y. Times*, which reported that the conferees at an automation conference confessed an inability to define the term. "Automation specialists," the *Times* report continued, "further believe their science involves all technologies and all scientific endeavours, ranging from mechanical engineering to cost analysis and advanced management."

This suggests, I believe, that what is commonly called automation is not any one thing, is not something brand new, but rather is a combination of new emphases and developments in modern technology. This is a common enough view, yet the catch-word automation popularly stands for a historical and revolutionary change in man's mastery of the production side of economic life. Such a belief may have consequences in and of itself. It may alert us, may make us take more seriously the need for social adjustments to economic and technological change. On the other hand, it may lead to unrealistic expectations and disappointments in the new Utopia. It may also lead to new fears and insecurities. So far, fortunately, the ballyhoo over automation has not engendered an anti-machine and anti-science reaction; this is a measure of the growing sophistication of workers and in many cases a tribute to their union leadership.

In my own view, the more correct characterization of automation is that it represents certain current emphasis and phases of development of industrial technology, growing out of a branching of scientific discoveries and applications—in short, new wrinkles in a historical line of technological progress which underlies the process of industrialization. The salient features of the new developments, which form the complex called automation, may be summarized briefly.

These recent innovations may be grouped in four categories. One: automatic machinery and two: integrated materials handling and processing equipment—both of which cover examples of advanced familiar engineering principles. Three:

automatic control systems and four: electronic computers and data-processing machines. These latter two include innovations developed largely during World War II in electronics, control and communication engineering. In the public mind, quite correctly, the distinctive characteristic of automation is the "feedback" technique, whereby information about the output at one stage of a process is returned or fed back to an earlier stage to influence the process and change the output itself. The public also tends to add a fifth category to the new technology—namely, industrial applications of atomic energy.

One expectation, regardless whether we consider automation as revolutionary or a continuation of a historical process, is that automatic technology will result in an acceleration of the rate of technological progress. This ordinarily is thought of in terms of increasing productivity, or more specifically a reduction in man-hour requirements per unit of production throughout the economy. There is said to be little evidence of acceleration to date, and what there is on the basis of United States experience I regard as inconclusive at this stage.

The Bureau of Labor Statistics of the U.S. Department of Labor recently published annual indexes of productivity in manufacturing for the years 1947 through 1953, linked back to 1939 and its earlier published series. Our studies show that productivity has risen at an annual average rate of from 3.1 to 3.6 per cent between 1947 and 1953, depending on the type of measure used (we attempted four different types of measurement to avoid the shortcomings of any single type of measurement). The earlier historical data are less satisfactory and not perfectly comparable, but our own appraisal of the available materials is that the data show an annual average increase of about 3.3 per cent in the preceding 50 years, or a not appreciable difference. Many unofficial estimates for 1953-1955 indicate factory productivity rose much more rapidly, and this was sometimes attributed to automation. Currently, however, my best guess is that, following a characteristically rapid advance in the recovery phase of the business cycle, in 1954-55, the rise in productivity in 1956 has been much reduced.

Theoretically, however, I would expect an historically rising rate of increase in productivity, for much the same reasons that I expect an accelerating rate of scientific progress, as new knowledge in one field makes possible new discoveries and applications in others. The more common view certainly is that we can expect progressive gains but not necessarily at an accelerating rate; in fact, that a tapering off is inevitable. Suffice it to say that there is no evidence of such an asymptotic tendency so far in industrialism to date and, in my opinion, some evidence of acceleration in the rate of productivity increase in the United States economy as a whole. Certainly such a prospect is not inevitable but depends on many cultural factors, which have been present for but a short time in the history of man and in relatively isolated parts of the world.

The U.S. Department of Labor has long been interested in the social and economic implications of technology in an industrialized society. Near the turn of the century, in 1898, the first Commissioner of Labor Statistics published the monumental study *Hand and Machine Labor*. Today, as technology, through ingenious electronic controls, appears to be broadening in its area of application, the need of the Department to carry on research in this field is even more accentuated.

I can report very briefly what we have done and what we hope to do.

1. I have already suggested our interest and our work in measuring changes in productivity. This is essential for general appraisal of the meaning and impact of technological progress, for purposes of collective bargaining, for economic policy decisions, for use as tools of management, etc. In addition to our familiar measurement of changes in labour requirements per unit of output for a specific product or industry or group of industries, we are also experimenting in broader types of measurement. Particularly we are concerned with refinement of the now familiar GNP type of productivity measurement for the economy as a whole and, systematically, for all components of the economy.

2. By necessity, in our occupational outlook studies, which provide the materials for the Occupational Outlook Handbook and other vocational counselling guides, we are forced to pay particular attention to changes in occupational skill requirements and opportunities as they are affected by the introduction of automation and other technological developments in manufacturing and other fields of employment. This work is being done by plant visits in order

to assess the impact of changing technology upon occupations and occupational structures.

Such outlook studies require a framework of long-term economic projections, an uneasy task but one which is unavoidable, involving population and labour force changes as well as changes in the whole structure of production and consumption resulting from technological progress. In connection with this we are trying the best we can to piece together an occupational matrix, to show the occupational requirements for given levels of production, industry by industry. If this is kept up to date with occupational changes and requirements wrought by technological change, we would have a tool for projecting how many people would be needed in given occupations, once we have some notion of output and total employment by industry. Ideally this requires an input-output table for the whole economy, on which little current progress can be reported.

3. The Department of Labour has completed a preliminary exploration of the potential impact of atomic energy developments for labour. This survey was oriented toward questions of occupational hazards and workmen's compensation, changing occupational requirements and training, and labour relations.

4. The Bureau of Labour Statistics has a modest research program covering various aspects of automatic technology in addition to the work directly connected with occupational outlook studies. In addition we have followed the literature closely and have published a useful annotated bibliography.

So far we have published three case studies on automation, summaries of which may be found in the *Monthly Labor Review*, including the forthcoming issue. (Incidentally, the *Monthly Labor Review* has attempted to give careful coverage to this general topic, from all sources, during the past two years.) What we have done is to take a careful look at three examples of automation—specifically: the use of printed circuitry with automatic inserting machines in a television factory, the introduction of an electronic digital computer in the home office of an insurance company, and advanced mechanization in a large commercial bakery.

We are in the process of negotiating with companies to undertake studies in a highly instrumental borax plant where an old process has been replaced, in an oil refinery using the latest instrumentation, in

the warehousing activities of a soap company, in a ball-bearing manufacturing plant in the metalworking field, and in the ticket reservation office of an airline. The result, I think you will see, will be a series of illustrative case studies, designed to provide insight into labour problems connected with the introduction of automation. The emphasis is not primarily on quantitative estimates of displacement. Interesting as this may be, the measurement of displacement is in a sense not too significant on a case basis, and while the companies sometimes are willing to give us this data they are not always willing for us to publish it for their competitors to see. In the bakery study we obtained rather detailed data on reduced labour requirements, and of dramatic dimensions.

So far we have been primarily interested in the process by which major changes in automatic technology are introduced and their impact on the workers involved. Certain circumstances have been common in these case studies. The companies involved have been progressive companies expanding in volume of business, as is true in most cases we might study, and in the three cases there was a volume of routine and repetitive work which could be easily adapted to automatic technology.

Advance communication to employees and planning for potential worker displacement were handled differently in the three cases. Only about two weeks' notice was given to the production foreman in the TV plant and the workers got their information through the "grapevine". The insurance company engaged in elaborate planning to ease personnel adjustments for a full six months, and no attempts were made to gloss over any of the implications of the change. The bakery gave the union notice five years in advance of the time the new plant came into full operation. Through collective bargaining, management and union resolved problems of displacement, downgrading, and changes in skill levels and earnings which resulted from the technological advances established in the new bakery.

Only in the study of the bakery did we find any actual layoffs, and here, because of expanding volume and somewhat shorter hours, employment was reduced 5 per cent instead of the anticipated 25 per cent. Turnover of women employees avoided layoffs in the other two cases. Some downgrading and some upgrading of jobs usually occurred, but no worker received less than before. Some more highly skilled workers were brought in, but the new jobs afforded new opportunities for old employees, and

training problems were not formidable. So far we have found resistance to change only on the part of some insurance vice-presidents—in one company where only a preliminary study was completed—who saw their domain of operations disappearing.

One other projected survey is designed to give us some basis for appraising the proliferation of automatic technology throughout the economy. This study in Phase One will involve a study of the electronic computer industry, including a listing of the industries to which computers were sold or on order, and in Phase Two will extend to a study of the impacts in the industries utilizing electronic computers.

Now what are the implications of technological progress—including but not restricted to automation and atomic energy developments—for labour and labour policy? As government labour officials, we will need to rethink many approaches to familiar problems and may find ourselves within a generation working in quite a different environment. Perhaps what I can say may be most useful if I touch on implications which have arrested my attention.

#### *1. Implications for Full Employment*

In Canada and the United States, high postwar employment and full employment policy have been facts of over-riding importance for labour policy. The welfare of workers is conditioned by the full-employment functioning of the economy, more perhaps than by any other set of factors. Technological progress has produced our industrialized society and with it problems of instability, particularly unemployment. Now that we have had a large measure of success in overcoming the economic instability and insecurity connected with the business cycle, we have begun to obtain the sweeter fruits of industrialization. Question: Does automation and an accelerated rate of technological innovation threaten to impair the stability we have achieved, and lead again to serious problems of unemployment—frictional, structural, cyclical?

This is the problem of displacement which often seems emphasized in every breath about automation in the press, for the miracle is that automatic technology is to replace men. We are entertained with prospects of completely automatic factories, with feed-back mechanisms correcting for mistakes and substituting for the judgment of men.

The problem of displacement or technological unemployment is not new. I cannot see that the reduction in man-hours



per unit of production in the new technology is different in any essentials from what we have known in the past, except I anticipate it may take place at an accelerated rate. The economic theory describing the mechanisms of absorption and re-employment is none too satisfactory, but we know that the process takes place.

There will be short-run maladjustments between the supply and demand for labour, accentuating problems of training and mobility. These merge into the more serious problems connected with major structural maladjustments in the economy, which emerge most clearly in problems of geographic immobility—the problems of sick industries and depressed areas. All of these problems can be eased by general conditions of full employment. Rapid technological change can produce maladjustments which we refer to as over-all fluctuations of the business cycle. In Canada and the United States we must expect a higher average rate of unemployment than in less dynamic and industrialized countries. But I foresee no appreciable rise in the average level of unemployment during periods of full employment—that is, in frictional unemployment, the level of unemployment consistent with full employment.

Problems of adjustment may be greater but our institutional capacities to deal with them ought to improve commensurately. Here, however, is a challenge to government labour officials who are responsible for improvement in labour market institutions, most particularly the employment service, the unemployment insurance agencies, vocational training and guidance, etc. There is no reason to think, so far as general economic stability and the business cycle are concerned, that our capacities to stabilize the economy through monetary, fiscal, and other policies will not increase more rapidly than the problems we face arising out of increasingly rapid technological progress.

## *2. Implications for Shorter Hours*

That shorter hours are inevitable with automation and the kind of technological progress we envisage reflects, in many instances, a fear (contrary to what I have suggested) that unemployment will spread if work isn't shared. Just as commonly, however, it reflects a Utopianism that the new technology heralds a new day of all play and no work. This is a matter of profoundest cultural interest, but the prospect of substantially shorter hours raises questions of interest to government

labour officials. For one thing, the question of shorter hours is inextricably linked up with bargaining over the wage rate and premium scales.

Whether workers prefer shorter hours to additional income depends upon their judgment as to the relative worth of leisure and income. Progressive gains in productivity make this choice easier to make in favour of leisure, but the outcome is hardly predictable. It becomes more and more uncertain as the length and arduousness of work fall below a point where the physical strain and other detriments of work impinge on health, family life, and full participation in social life.

I don't know what work-week industrial and other workers will choose in the future. It is interesting to note that with full employment there has been little marked reduction in average hours in non-agricultural employment in the United States. George Brooks of the Paper and Sulphite Workers said in a paper to the recent UAW-CIO conference on the shorter work-week that factory workers vie for overtime work at premium pay. Woodrow Ginsburg and Ralph Bergman of the Rubber Workers reported that dual job holding is very common with the 6-day, 36-hour week in rubber, and the 40-hour week is growing in favour, except among older workers, women, and low-seniority employees. This is not conclusive: at present workers seem inclined to place a higher value on additional income than on more leisure, but this may not always be the case.

Some further reduction in hours of work would appear inevitable. This may take various forms. The requirements of economical use of costly productive facilities will lead to much experimentation and variety in the work schedule. It is much more certain that the work year will be reduced than that the work-week will be substantially shortened.

Aside from questions of industrial safety and health, the government labour official may be most directly concerned with the impact of changing hours in connection with statutory hours standards and administration of overtime provisions in minimum wages. From a social policy standpoint, I think it obvious that shorter hours and the improved opportunity for voluntary choice of working hours, as the need for income becomes less pressing, will minimize the role of hours regulation in labour legislation. On the other hand, the overtime penalty in the U.S. Fair Labor Standards Act may be catapulted into the centre of political pressure in support of

wage bargaining. From what I have already said, I foresee the time when share-the-work considerations ought to have no part in legislative policy in social insurance or fair labour standards. Certainly it is true, however, that the tendency, for some time at least, to shorter hours, or for flexibility in the length of the work-week or work year, will facilitate readjustments occasioned by displacement and technological unemployment.

Probably the most serious form that the hours problem may take in the future is not that of the work-week, or the work year, but the hours input in the latter years of the individual's life span. Here again I trust that the relative freedom from want which technological progress holds out to us will permit increasing freedom of choice to work or not to work on the part of older workers. Unless I am mistaken, there are growing signs that social policy in the future will not rest upon recession-oriented biases toward clearing older workers out of a glutted labour market but on freedom of choice to work or retire.

### *3. Occupational Skills and Satisfaction*

The current interest in the more spectacular aspects of automation and atomic energy developments has focused attention on prospective changes in the skill content of jobs in the new technology. Everyone is agreed that technological change has revolutionary implications for traditional occupations, and the suggestion is that this is increasingly true for the future.

In the United States, at least, I think government labour officials have paid all too little attention to government responsibility in shaping the occupational capabilities of the labour force. For most workers specialized skills have been acquired through experience on the job. There has been official support of apprenticeship, but it has not played the same role as in some European countries. Until recently we have given little attention to the mechanisms by which the public schools fit into the training process. Our attention now is largely centred on shortages and training to meet prospective requirements in the higher categories of scientific and technical skills. In this situation, Secretary James Mitchell has initiated a Skills of the Work Force program to direct public and employer attention to conscious efforts to appraise occupational needs and to effectuate training. Our occupational outlook studies and vocational counselling activities, through the employment service,

and through the public schools, will contribute to the process of choice, but the means for training must be provided through public and employer efforts.

Training is the nexus between labour supply and labour demand. The technological potential can be realized only if the labour supply in kind and numbers is adapted to labour requirements. Individual potentials and satisfactions, under any given set of technological facts, are likely to be maximized under such circumstances. Technological unemployment can be minimized by a flexibly trained labour force capable of meeting the job requirements of a changing technology.

Curiosity about the future leads us to wonder what the net effect of technological changes will be upon the occupational structure of the future. Apparently there is no consensus of insight on this score. Experience to date, during the whole period of industrialization, suggests an enhancement of skills. Automation and related technological developments substitute mechanical and other processes for unskilled labour. The new technology seems to emphasize the need for higher and higher skills for programming and controls. In some situations there is no question that responsibility is an increasingly important factor, that broad training and specialized intelligence are required. Yet automation apparently takes over some of the skilled operations. Some studies indicate that as certain operations become fully automatized the amount of skill required of production line workers declines, that workers can become qualified to handle automatic operations with only a few days' training.

There would thus appear to be a wide range of occupational opportunities open for the whole range of human intelligence, capabilities, and interests. No one can generalize, I believe, whether job satisfactions will be more or less than in the "good old days". I suspect this will depend upon the status of the individual in his job situation, which depends upon contemporary progress in labour-management relations, personnel administration, economic policy, and social legislation.

### *4. Protective Labour Legislation*

On balance it appears that automatic technology portends a lessening of occupational hazards and a general improvement in working conditions. This is not so certain, at the present moment at least, with respect to extended application of atomic energy to general industrial uses. But in general, one would expect, with progressive improvements in real incomes

and living standards, that working conditions would rise correspondingly. For I think this has been the natural development: oppressive labour conditions have tended to disappear, with the supervision of the State to be sure, as productivity has relaxed the pressure of penury on the employer. Good labour conditions are good business, of course; and model establishments are a source of entrepreneurial pride; but as in the field of government services, our standards and practice rise as we have the economic means to finance them.

This suggests that protective labour legislation may have a smaller role in the future than in the past. Yet our social standards will rise with changes in cultural perspectives. There is still a long way to go, and there will always be backwashes where the least advantaged workers need outside protection from employer abuses.

Automation promises to relieve more and more workers from dangerous, dirty, heavy and back-breaking jobs. Industrial hygienists foresee the elimination of a large percentage of traumatic injuries from lifting, handling and unloading of stock, contact with fumes and dangerous materials. Illustrative is the reported 85 per cent reduction in hernia cases where automatic machinery was installed in a Ford plant.

The industrial hygienists are not altogether complacent. Since more toxic materials may safely be used, they see workers accidentally and seriously exposed to toxic materials when ruptures in the lines occur or maintenance work is involved. I find also considerable concern for emotional impacts on the worker, either because he may fear displacement, is subject to the need to adapt to new circumstances, or because he is worried over the responsibility which may be his for the operation of costly and complicated capital equipment.

But the experts leave me with some apprehension when they detail the risks of radiation and the use of new, dangerous materials connected with the industrial applications of atomic energy. Here government labour officials are confronted with new problems, or variations of old problems, in safety standards and workmen's compensation.

We don't know the scope or the immediacy of large-scale industrial atomic developments. But in the United States we know the traditional workmen's com-

pensation systems are ill-equipped to deal with emerging risks and problems of adjudication and compensation. The second-injury problem is made more complicated; the question of causal relationship more baffling; time limitations on filing more impracticable. Schedule type of coverage for occupational diseases is patently inadequate. Adequate compensation may be more and more costly and never adequate. For, according to medical authorities, radiation diseases may have periods of latency extending up to 30, 40, 50 years; there may be types of radiation illnesses not yet known; so little is known about radiation injury (and exposure from many sources is cumulative) that determination of causal connection is even more difficult than in ordinary circumstances.

In the future, labour departments will need to be staffed to aid in code drafting in the atomic energy field, in training of radiological safety personnel, and in preparation of technical materials for educational and safety purposes. It is suggested that in co-operation with governmental health agencies that it may be necessary to organize a system of individual radiation exposure records, covering industrial, medical, and dental exposure. Workmen's compensation will need to be extended to meet the new risks and the new problems of administration. Particularized standards will need to be developed with respect to hours of work, overtime, perhaps rotation or sabbaticals, and suitability of employment by age, for radiation dangers are aggravated by continuity and length of exposure and are more serious among the young than the old.

Thus I am sure protective labour legislation is not a passing need in the early stages of industrialization. But it does need reappraisal and adaptation to the needs of the times if it is to maintain its relevancy to the welfare of workers in a rapidly changing society. Our problems, however, are not all in the future. In the United States and in Canada there are areas which have been little affected by modern industrialization. Our working conditions and living conditions still are generally low, compared with the promise of modern technology. We are at the threshold of a period of great economic growth and change, as indicated by the burst of capital expenditures for expansion and modernization of equipment in both our countries. I think it important to bear



in mind that our problems may be somewhat different than in the past, that old approaches may not be the most appropriate ones. We have a personal respon-

sibility to see that labour legislation is realistic and labour administration efficient for the needs of workers in an industrialized society.

# Utilization of Human Resources

**A nation's people are its most important resource, yet the wastage of their talents is probably the greatest, J.P. Francis, Department of Labour, tells conference of the Institute of Public Administration**

"Of all the resources with which a nation is endowed, its people are the most important; and yet the wastage of their talents and abilities is probably the greatest," said J. P. Francis of the Manpower Analysis Division, Economics and Research Branch, Department of Labour, in a paper delivered at the eighth annual conference of the Institute of Public Administration of Canada.

"Advances in the material welfare of mankind depend chiefly on increases in productivity," he continued, "and these in turn depend in large part on the efficiency with which manpower is used." Mr. Francis titled his address, "Utilization of Human Resources".

"Technological change requires complex and difficult human adjustments which can either hamper or facilitate its introduction and consequent effect on productivity," he pointed out.

The many organizations with large research laboratories and small personnel offices are proof of the contrast between the efforts to find better ways to utilize physical resources and efforts to improve the utilization of manpower. Manpower utilization is important because, in addition to Canada's expanding economy, the country's labour force is also growing: this summer it reached an all-time peak of almost 5,900,000 persons. When the number in the Armed Forces is added, the total labour force in Canada now exceeds six million men and women for the first time in history.

"Nevertheless," Mr. Francis said, "our economic expansion has been so rapid and sustained that shortages of many workers are quite prevalent this year, and some of these have been occurring almost every year during the last decade.

"The limit on the rate of our economic development has been, and will probably continue to be, our resources of specialized manpower and the effectiveness of their utilization."

The rapid pace of technological progress is also complicating the problems of manpower utilization, he continued. "Such technological progress, involving the constant development of new products and new processes of production, as well as changes in older products and processes, has already altered the character of manpower requirements in many industries.

"Such changes are bound to become even more rapid and widespread in future."

Another point made by Mr. Francis was that the necessity for Canada and her allies to remain technically ahead of a potential enemy had resulted, and will result, in sharp increases in the number of scientists, engineers and skilled workers required in the Armed Forces and in defence industries.

The growth in the size and complexity of our economy has not created a general manpower shortage situation in recent years of the sort we faced during and shortly after World War II, nor does it seem likely to do so in the foreseeable future. It has, however, created persistent and serious shortages of certain types of workers such as some tradesmen, many highly trained technical workers, and almost all kinds of professional people. It is this situation, combined with the fact that the number of young people entering the labour force each year is going to double during the next two decades, which raises manpower utilization problems of a special character for us. Two of the most important of these problems concern the appropriateness of the career decisions made by this great influx of young people and the adequacy of the training which they are able to obtain. If their career choices and training are not suited to the ways in which jobs in industry are changing, the waste in manpower resources could well be staggering.

The increasing proportion of persons in the older age groups presents another specific manpower utilization problem, he said. "At present, there are in Canada about 1,200,000 persons 65 years of age and over. By 1985, a conservative estimate places the number of Canadians in this age group at about two and three-quarter million. Shortly after that, if

current population trends continue, one out of every ten persons in this country will be over 65."

The importance of this trend becomes even greater when the similar growth in the number of young people is also considered, he pointed out. "Two bulges in the age structure of our population are developing, one involving young men and women just entering the labour force, and the other involving those 60 to 65 years of age or more. This means that the proportion of our population aged approximately 30 to 60 years—the very persons whose productivity is greater—will fall.

"Such a decline," Mr. Francis declared, "makes it all the more important that ways be found to increase the utilization of both old and young people."

Turning to the problem of choosing a career, Mr. Francis reported that in Canada today there are about 25,000 occupations. This range, plus the fact that a career choice is made at a time when a young man or woman has limited experience and relatively immature judgment, leaves much room for error and consequent waste of time and talent.

"Any society that is indifferent to the magnitude of the problem of occupational choice is risking its own future," he warned.

Many are trying to do something about the problem—parents, schools, agencies that specialize in vocational guidance services, the National Employment Service—but the complexity of the process of choosing a career makes it essential that we extend our knowledge of how choices are made and what the critical steps in the process are. "Such knowledge provides the basis for developing more effective counselling and other techniques for making the transition from student to worker a less wasteful and frustrating process than it so very often is today."

The present lack of enough reliable information on occupations—what they involve, how they are changing, what their future is, how one best becomes trained for them, and how they are related to other jobs—is a serious handicap. The Department of Labour, Mr. Francis reminded the conference, has prepared a series of monographs, pamphlets and filmstrips containing basic factual information on some 40 occupations and occupational groups.

He also called attention to the fact that many persons make occupational decisions without any conscious attempt to appraise their abilities and the opportunities available. Thousand of young persons each year leave school before completing their courses to take the first job that comes

along. While many skills are acquired on the job, such an action usually means that no definite goal has been selected and the chances of wasting several years before something with a future is found, or of ending up in a dead-end job, are greatly increased.

Although a lot is being done to provide vocational counselling services, "the character of our industrial and population growth makes it imperative that such efforts be intensified," Mr. Francis asserted.

He then turned to the subject of technical training. Because most men and women in the labour force must obtain some training before they can make their full contribution, formal training is a "prime requisite" of efficient manpower utilization.

In past periods of rapid economic expansion, he pointed out, Canada relied heavily on immigration as a source of highly trained workers. But many of the countries from which the bulk of our immigrants have come are now experiencing their own shortages of manpower, especially of skilled and professional workers, and as a result the possibility of immigration remaining as high as in recent years does not seem too bright.

In addition, rapid technical progress will further increase the need for highly trained people as well as causing some fundamental changes in the kind of skills required. To obtain a clearer picture of these changes, the Department of Labour during the past summer has conducted a survey of some of the industries in which technological change is most rapid and has interviewed a sample number of competent workers in a few occupations to obtain some facts on the training and experience of skilled workers. In both surveys the Department tried to obtain the views of both employers and workers as to the type of training most suitable.

While it is too early for definite conclusions, the survey results have raised some interesting points: (1) the demand for professional workers, particularly engineers and scientists, will continue to grow very rapidly; (2) the need for highly trained technicians will further increase; and (3) there will likely be a further growth of specialization at the skilled tradesman level.

Studies made in the United States, whose findings the Canadian surveys will probably confirm, have shown that a considerable part of a worker's skill is acquired through informal on-the-job experience, many skilled workers, in fact, having little or no formal technical training of an institutional kind and not much formal training

in industry itself. "How satisfactory will this means of acquiring skill be in future," asked Mr. Francis, "as industrial processes grow in complexity?" Even now, he pointed out, workers mainly trained this way tend to find their qualifications restricted almost to a single job and their abilities limited even in these when a technical advance changes the job.

On-the-job experience will always be a part of the process of acquiring a skill, but a greater integration of it with formal training activities, both with respect to extent and timing, may well be needed. This would mean a close working relationship between technical training institutions and industry, an arrangement having other benefits as well.

The United States studies have also shown that a sound training in basic mathematics and science is of increasing importance for almost every kind of technical worker.

Mr. Francis then commented on the difference in attitudes towards training held by Canadians and immigrants. Many skilled workers trained in Canada seem to view their training as being only for a specific occupation, while skilled immigrant workers tend to view trades training as only a step on the way to a higher technical, and even professional, position.

It is important to be aware of such differences as these because the rapidly changing technology of industry is putting a premium on the type of person who has the ability and inclination to adapt quickly to new problems and who is not almost immediately lost if his job changes even slightly. The effective use of our skilled and professional manpower depends increasingly on this adaptive qualification.

Turning next to the "older worker problem," Mr. Francis said the implications of the rapid increase in the number of older persons are formidable. "If the conditions are not discovered and encouraged in which the labour force contribution of these persons can be maximized, the consequences for our economic and social welfare might well be serious," he warned.

To help meet the need for more facts on the problem, the Department has a number of studies underway: a review of the research work done in other countries, a study of older workers in retail trade, and an examination of industrial pension plans from the point of view of their effects on older workers. But "many other public and private groups will have to make some contribution before all the facts needed are obtained," he declared.

The main obstacles standing in the way of a greater utilization of older workers must be identified. Some are already recognized: discriminatory hiring practices, pension plans with narrow or non-existent vesting provisions, rigid retirement policies.

Mr. Francis commented on the "confusion" that stems from the practice of including everyone more than 45 years of age in the definition of "older worker". The main problem encountered by those between 45 and 60 years of age is finding another job when they are out of work. This is a different problem from that of persons whose capacities are beginning to decline because of age.

There should, perhaps, be a more open recognition, by both employers and employees, that it is only the exceptional person who can work just as hard, just as effectively, and just as steadily at age 65 as at age 40, he said. "If constructive means were developed to prepare people for the adjustments that age makes necessary, if employers were increasingly prepared to adopt such measures, if retirement policies were made more flexible, then the contribution of elderly persons could be substantially increased." Some of the measures suggested by Mr. Francis were retirement counselling, part-time work, and a worker's retention for special advisory responsibilities.

"In all such arrangements," he emphasized, "the understanding and the goodwill of employers generally is essential."

---

A representation election was set aside recently by the United States Labor Relations Board on the ground that before the election the employer had required his employees, on pain of layoff or discharge, to wear ribbons bearing the words "I'm Voting No".

Evidence submitted brought out that two of the employer's supervisors had threatened two employees with loss of employment if they did not wear the ribbons. Just before the election a supervisor, it was alleged, ordered a third employee to wear one of the badges, and told him that the company president "would be around the next day just to see all who had them on and who didn't have them on".



# 19<sup>th</sup> Annual Convention of Quebec Federation of Labour

Delegates give approval to proposed merger with Quebec Federation of Industrial Unions and to draft constitution for merged organization.  
Founding convention of new federation scheduled for next February 15

The Quebec Federation of Labour held its 19th and last convention in Quebec on October 12 and 13, at which the proposed merger with the Quebec Federation of Industrial Unions was unanimously ratified.

The 337 delegates, representing 112 local unions and seven councils, enthusiastically approved the proposed merger as well as the draft constitution submitted to them by the merger committee.

The merger agreement will now have to be put before the convention of the QFIU, which will immediately precede a joint meeting in Quebec next February 15 and 16. The new Federation will be called the Quebec Federation of Labour.

The President of the QFIU, R. J. Lamoureux, was present at the convention as an observer, along with most of the members of his executive committee.

In addition to the merger agreement, the convention, presided over by QFL President Roger Provost, studied 52 resolutions, the most important concerning national health insurance and automation.

The delegates reiterated that the QFL is in favour of a national health plan for all citizens of the province, and urged that the instruction given in specialized schools be adapted to the new requirements brought about by the advent of automation.

The President of the Canadian Labour Congress, Claude Jodoin, who delivered the address at the closing banquet, reviewed the social legislation adopted since the foundation of the QFL in 1937 and briefly outlined the spheres in which the influence of the new Federation will be exercised.

The Mayor of Quebec, Wilfrid Hamel, welcomed the delegates at the opening of the convention.

"You are an element of order that wants to bring sunlight and freedom to the labour world," he said. "You are among the best citizens of society."

## The President's Address

"Our governments must establish specialized schools immediately in order to provide that technological knowledge which

is indispensable in our era of automation," declared Roger Provost in his presidential report.

Reminding the meeting that this industrial revolution necessitates a re-adaptation on the part of the worker, the QFL President expressed the opinion that this transformation can take place without disruption "on condition that provision is made to develop the new technical aptitudes required".

Mr. Provost predicted also that Quebec will go through a second nationalistic crisis, similar to that experienced at the beginning of the century, when protests were voiced against the number of foreigners, if the provincial government does nothing to develop the specialists necessary in the era of automation.

In addition to calling upon the provincial government to set up technical and crafts schools in order to meet the increasing demand for technicians, the President also pointed out that it should participate in the establishment of a national health insurance plan.

Mr. Provost welcomed the members of the executive committee of the QFIU, who were seated on the platform.

"The merger originated in our desire for unity," he said, "and in the realization that we share the same objectives. From now on, we shall also make use of the same means in order to reach these objectives."

Announcing that a voluminous study prepared jointly by the three provincial labour organizations will be submitted to the provincial Cabinet during the next session, Mr. Provost denied that the participation of the province of Quebec in a national health insurance plan could constitute an impediment to autonomy.

"Only beggars receiving public assistance and millionaires can afford to be attended to adequately," he said.

Mr. Provost also protested against "the increasing abuse made of briefs of prerogative in industrial relations," declaring that the exercise of the rights of the workers, far from being protected by such measures, is, on the contrary, paralyzed by them.

In conclusion he expressed the hope that by means of a more advanced education in the labour field, workers will find themselves in a position where they can elect governments which will work hand in hand with labour organizers towards the improvement of labour conditions.

### Merger Agreement

The convention unanimously approved the merger agreement negotiated by its executive committee with the Quebec Federation of Industrial Unions. The new constitution was also unanimously adopted.

The merger will now have to be ratified by the QFIU at its annual convention in Quebec next February 13 and 14. Already a fact, the founding of the new Federation, which will bear the name of the Quebec Federation of Labour, will take place at a special convention to be held, also in Quebec, on February 15 and 16.

The joint merger committee of the QFL and the QFIU announced on the eve of the convention that the projected merger of these two unions was completed "after many months of cordial and fruitful negotiations".

It is anticipated that the new QFL will number more than 150,000 members.

Following the President's remark to the effect that the projected merger agreement and the new constitution should be adopted "as a whole and without modification," the discussion was limited to the giving of information and explanations.

The merger agreement recognizes that in spite of their different ways of proceeding, both Federations have always shared the same basic principles, have always aimed at common objectives and have both contributed "to the defence of democracy and to the improvement of living conditions in the province of Quebec".

R. J. "Doc" Lamoureux, President of the QFIU, and Roméo Mathieu, Secretary-Treasurer, were present when the agreement was ratified by the convention. "I have been dreaming of a merger for the past 20 years," Mr. Lamoureux stated. The Secretary added that the labour movement in Quebec is facing complex problems which "only unity of action and of means can settle".

The merger agreement, in its declaration of principles, emphasizes that "the merged Federation strongly recommends to the members of its affiliated unions and councils that they show the greatest possible interest in political matters". It is pointed out, however, that the methods and the documents which will be used to this end must be "in conformity with the

old policies of the QFL or of the QFIU or with new policies established by the merged Federation".

The executive committee of the new Federation will consist of 20 members, including 15 directors.

When the merged Federation holds its first elections, unions presently affiliated with the QFL will elect the President, the Second Vice-president and the Secretary; unions at present affiliated with the QFIU will elect the First Vice-president and the Treasurer.

Of the 15 directors, who will represent industrial groups rather than geographical regions, nine will be elected by the old QFL and six by the QFIU.

Six committees will be nominated by the executive committee to look after education, political education, publicity, union label, human rights, workmen's compensation and industrial health.

A brief reference was made to the affiliation of the Canadian and Catholic Confederation of Labour. Mr. Provost pointed out that the QFL need not adopt a position as long as the CCLC is negotiating with the Canadian Labour Congress.

"It would be of little use at this stage," he said, "to attempt to find means of uniting, as such action would only hamper current negotiations. In due time, our affiliated organizations will be invited to study the course of events."

### Resolutions

Fifty-two resolutions, dealing with 31 different questions ranging from automation to silicosis, were submitted to the delegates.

Most of them were adopted without discussion, but two dealing with medical costs and health insurance provoked strong comment from some delegates.

Louis Laberge of Montreal described the cost of hospitalization and medical care as "sheer scandal". "If we are asking that a national health plan operating to the benefit of all the citizens of this province be adopted, it is because we have a real need for it," he said.

Roméo Girard of Montreal protested against what he called "unfair practices of some doctors" and suggested that the Medical College and hospital boards put a stop to these abuses and adopt rates which are uniform and in conformity with what workers can afford to pay.

The convention commented also on the problem of automation, urging that the provincial government "adapt the instruction given in specialized schools to the new and unlimited needs which cybernetics has created".

The convention also adopted the following resolutions:—

Retroactivity when a collective agreement is renewed, beginning on the date on which the preceding contract expires;

Establishment of a panel of persons, jointly by the unions, the employers and the Quebec Department of Labour, who are able to act as presidents of arbitration courts;

An amendment to the Minimum Wage Act to eliminate the zone system applying to wages;

An increase in favour of persons receiving old age pensions of the non-taxable income from \$720 to \$1,200 for unmarried persons and from \$1,200 to \$1,600 for married persons;

Adoption of an identity card for all residents in cities of more than 50,000 population;

Compulsory collection of union dues at the source;

Adoption of laws promoting the union shop clause;

Definition of the powers of law enforcement officers in labour disputes;

An amendment to the Act of Special Procedure to enable unincorporated organizations not only to be prosecuted but also to prosecute in court;

Appropriate legislation to prevent the abusive use of briefs of prerogative during labour disputes;

Adoption of a Fair Employment Practices Act assuring all persons of equal opportunities to work regardless of origin, race, colour or creed.

### Claude Jodoin

"The establishment of free trade unions on a world-wide basis constitutes the best guarantee of international peace," said CLC President Claude Jodoin at the closing banquet.

Reminding the meeting that the countries which acknowledge the freedom of trade unions are at the same time those which do not wish war, Mr. Jodoin stressed the fact that it is through complete co-operation between peoples that the labour movement will obtain the improvements in working conditions which it is seeking.

At the same time, he pointed out that the Canadian labour movement is the national organization which has made the greatest contribution towards Canadian unity.

Upon the occasion of the last convention of the Quebec Federation of Labour, Mr. Jodoin paid tribute to the pioneers of the union movement in the province. (Some

10 delegates who were present at the first convention in Three Rivers in 1937 were invited to stand up and were applauded at length.)

The CLC President said that he was happy about the merger of the QFL and the QFIU, in which he saw the possibility of obtaining the improvements in working conditions that have been claimed for so long.

Among the requests of the labour movement he mentioned:—

Freedom for civil servants to negotiate collective agreements;

Increase in old age pensions;

Better co-ordination of education. (On this subject, Mr. Jodoin suggested that a federal-provincial-municipal conference be held in order to study the problem of education.)

He said that he is in favour of compulsory free education and of the establishment of a national system of scholarships.

Pointing out that a conference such as he recommended would probably not bring an immediate solution to the problem, he stressed the fact that we should at least have the courage to face the problem.

While admitting that education is under the jurisdiction of the provinces, he declared that the federal Government cannot remain disinterested, considering the amplitude of the question. He stated that the problem of automation is also one of education.

### Elections

Roger Provost, Provincial Director and a Vice-president of the United Textile Workers of America (AFL-CIO), was re-elected President of the Federation by acclamation. It is his sixth consecutive term.

All other officers of the Federation were also elected by acclamation.

Armand Marion, of the Hotel and Restaurant Employees and Bartenders International Union, was re-elected for a third consecutive term as Secretary-Treasurer.

The Vice-presidents elected are: R. M. Bennett and Edouard Larose, Montreal; J. B. Hurins, Quebec region; Jacques Lambert, St. Maurice region; René Fournier, Eastern Townships region; Georges Métivier, Richelieu region; François Gagné, Western Quebec region; and Roland Lauzon, Laurentides region. The last two are new-comers as officers of the Federation; they replace respectively Pat O'Farrell and Marcel Charbonneau, who resigned.



# 35<sup>th</sup> Convention of Canadian and Catholic Confederation of Labour

Decides in favour of principle of affiliation with Canadian Labour Congress, accepts in principle a radical transformation of structure and a modification of doctrinal orientation. Picard wins 11th term

The Canadian and Catholic Confederation of Labour has decided in favour of the principle of affiliation to the Canadian Labour Congress. The decision at its 35th annual meeting in Montreal, September 23 to 29, marks an important step towards labour unity in Canada.

Negotiations between the two labour organizations will continue, and the CCCL will make a final decision at a special convention to be called before June 1, 1957.

In addition, the CCCL accepted the principle of a radical transformation of its structure and a modification of its doctrinal orientation, but again postponed its final decisions until the special convention.

While opinions were divided, it was by a heavy majority that the 471 delegates, representing 97,000 members, agreed to the three steps, all of which will deeply affect labour unionism in Quebec province.

The three questions—affiliation with the CLC, reform of structure, and doctrinal orientation—monopolized the convention. With the exception of the question of automation, which was the subject of President Gérard Picard's report, other current economic problems were touched only lightly.

In order to speed up debate, the convention sat in three commissions, which simultaneously studied the report of the Confederal Bureau and Services, the structural reform, and the Treasurer's report. The commissions sat behind closed doors and reported to the general meeting.

In the election of officers, Mr. Picard was re-elected General President by acclamation for an 11th term. Jean Marchand was unanimously re-elected General Secretary for his ninth term.

His Eminence Cardinal Paul Emile Léger of Montreal paid a visit to the delegates as well as giving the sermon at the mass celebrated on the opening of the convention. J. A. Blanchette, Parliamentary Assistant to the Minister of Labour, was among the guest speakers on opening day.

The official opening of the convention took place on Sunday afternoon, September

23, in the Windsor Hotel, Montreal, under the chairmanship of Horace Laverdure, President of the Montreal Central Council.

## J. A. Blanchette

"I believe that man's ingenuity, coupled with courage and good purpose, will master the complexities of automation and make it his servant and not his master," said J. A. Blanchette, Parliamentary Assistant to the Minister of Labour, at the opening session of the convention.

Mr. Blanchette added that the labour movement, through organizations like the CCCL, is in a position to make an important contribution to the welfare of society "in seeking an adequate solution to the problem of automation".

He congratulated the CCCL President for tackling the problem so vigorously, specifying, moreover, that he did not know any serious-minded union officials who opposed automation.

Addressing a labour convention for the first time since his appointment as Parliamentary Assistant, he expressed regret at the absence of Hon. Milton F. Gregg while at the same time his pleasure at having the opportunity of getting better acquainted with organized labour.

He stressed the great prosperity now enjoyed by Canada, stating that the country has witnessed, since the Second World War, along with the growth of the labour movement, "a very substantial increase in the standard of living as well as in the general level of economic security".

However, he asked the unions to continue to support the program inaugurated last winter by the Department of Labour and the National Employment Service, in conjunction with the National Advisory Employment Committee, with a view to increasing job opportunities for those who are out of work due to seasonal factors.

In conclusion, Mr. Blanchette expressed the hope that "your decisions will contribute not only to the welfare of your membership but also to that of society in general".

## Cardinal Léger

In a sermon delivered on the occasion of the opening of the convention, His Eminence Cardinal Paul Emile Léger of Montreal acknowledged the necessity for the CCCL to make certain adjustments and to state its aims precisely.

Before the delegates attending mass at St. Patrick's, the Cardinal drew attention to the fact that an organization must "adjust itself to the changing requirements of its time or incur the risk of losing contact with reality and condemning itself to inefficiency.

"An unadapted movement loses its energy and, soon after, its reason for existence," he said.

He added:—

"Undoubtedly you will guide your efforts, your choices and your decisions in the direction that seems most in accordance with the laws that govern your union activities. Your judgment will be conditioned by knowledge of the techniques pertaining to your activities and by facts that often you alone are in a position to appreciate."

While admitting that new aims may be necessary, the Cardinal insisted on the necessity of adhering to the laws of mortality and of introducing the Gospel into the labour movement.

"The Catholic workers," His Eminence reminded the delegates, "must always make his activities conform to the requirements of his faith. The labour movement must at all times encourage his human and Christian development. Assuredly, one must think in terms of union efficiency, but one must not forget that true labour promotion concerns the whole human being."

## Other Speakers

### Léon Lortie

Councillor Léon Lortie, representing the Mayor of Montreal, called on the labour movement to approach the problems of automation with serenity, objectivity and firmness.

As a director of the Extension Department of the University of Montreal, he particularly stressed the educational problems that will result.

"We shall have to train men to be able to operate the machines," he said. "Consequently we must be the masters of our children's education and insist on a maximum of education for them."

## Esdras Minville

The Dean of the Faculty of Social Science of the University of Montreal, Esdras Minville, told the delegates that "your decisions will result in fundamental changes in the social environment in which you find yourselves".

Mr. Minville, who is also Principal of the School of Higher Commercial Studies, asked the delegates to act with a "deep sense of responsibility".

Also, he acknowledged the courage that was required of the CCCL in establishing itself in the province of Quebec.

## General President's Report

It was on the complex problem of automation, from its origins to its effects, that CCCL General President Gérard Picard spoke at the opening of the convention. (Traditionally, the report of the CCCL President deals with one aspect of the current economic situation, leaving to General Secretary the task of reviewing the CCCL's activities during the year.)

Mr. Picard's report—an illustrated 35-page pamphlet—constitutes a learned analysis of the second industrial revolution, of its far-away origins and of its most serious implications.

(A summary could not do justice to the report; therefore the *LABOUR GAZETTE* reproduces here only some excerpts consisting of certain comments and conclusions by Mr. Picard.)

In the light of known facts, Mr. Picard made the following comments:

1. It follows clearly that automation does away with certain jobs;

2. It follows just as clearly that automation creates new jobs and even new businesses, thus giving rise to problems of the mobility of labour, of its training, of its vocational adaptation and re-adaptation;

3. Automation causes serious economic and social disturbances when, as in England, it is taken up without preparation, and when there exists, in addition, a slump in the market;

4. Automation does not cause economic and social disturbances when, as in France, it is adopted gradually, according to a well-defined program prepared with the common consent of the parties, and when, in addition, the market is undergoing full expansion;

5. Automation considerably increases the production power of industrial concerns and makes them think of finding ways to ensure consumption of the goods produced;

6. Automation enlarges the field of scientific research and creates new requirements in the attaining of the proper level of professional skill;

7. Civilian personnel with jobs has increased in the United States, in the United Kingdom and in Canada, although these countries have embarked upon the road to automation.

### Special Convention Scheduled prior to June 1957

The delegates decided to hold a special convention before June 1, 1957, to examine:—

- (a) the structural reform of the CCCL;
- (b) affiliation of the CCCL with the Canadian Labour Congress;
- (c) a change of name for the CCCL.

The 1956 convention agreed, in principle, on the above matters, but thought it preferable not to reach definite decisions until a later date.

An amendment to the constitution also provided for the election of Executive Committee officers at this special convention, at which time such other matters as the Confederal Bureau may think fit to include on the agenda will be studied.

Furthermore, the special convention will decide whether the regular annual convention will be held in September 1957 or be replaced by a plenary session, or if none will be held.

"If there are doubts in the minds of those who fear an impending period of unemployment," declared Mr. Picard, "there is also reasonable optimism on the part of those who accept progress and look resolutely forward to a full employment policy, which is a necessary condition for the establishment and maintenance of balance between the progress of science and engineering on the one hand and the economic and social life of the nation on the other."

In his conclusions the General President supported the resolution unanimously adopted at the 39th session of the International Labour Conference held in Geneva, last June (L.G., Aug., p. 1010).

What political system could the workers desire in order to achieve objectives aiming at the common good? Mr. Picard asked in conclusion. He answered:—

"It would seem to be a well-ordered democracy, based on a strong economic and social direction of a tripartite nature, which does not imply that the government would take over the management of industry. Some nationalization may nevertheless prove necessary, and we should not hesitate to make use of it when in the general interest, but in any case, it should not be resorted to before an objective investigation is conducted by a Royal Commission. Democratic governments will not be able to escape one form or another of totalitarianism, which always destroys liberty, unless they are willing to take advice from the interested parties before drawing up any economic and social legislation, and unless they consent to entrust the enforcement of such legislation to tripartite organizations, on which they themselves would be represented as well as the authorized delegates of employers' organizations and workers' unions."

### IFCTU Representative

Dr. Gérard Thormann, the International Federation of Christian Trade Unions' representative on the UN Economic and Social Council's advisory committee and the IFCTU's representative with the CCCL, stated that he understood the unique conditions under which Catholic unions have to work on the North American continent.

Indeed, should the CCCL affiliate with the Canadian Labour Congress, it would cease to be a national labour body and would no longer be affiliated with the IFCTU, but rather with the International Confederation of Free Trade Unions, through the CLC.

"What we fear most," he said, "is that certain quarters may give a false interpretation to this action taken on your part for practical reasons at the national level."

Dr. Thormann feared that some countries where Christian trade-unionism is in the minority would think highly of such action on the part of the CCCL and see in it a lack of confidence in the IFCTU.

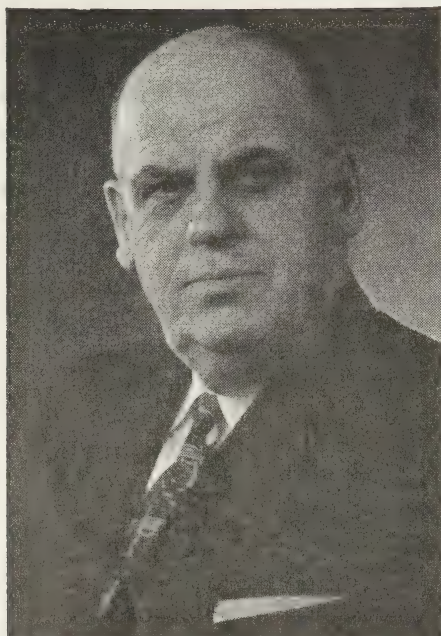
"But that is not at all the reason behind the action which you may take," he added.

He wished to make it clear, on the other hand, that the IFCTU had adopted new methods in Asia, Africa and Viet-Nam to enable trade-unionism to expand.

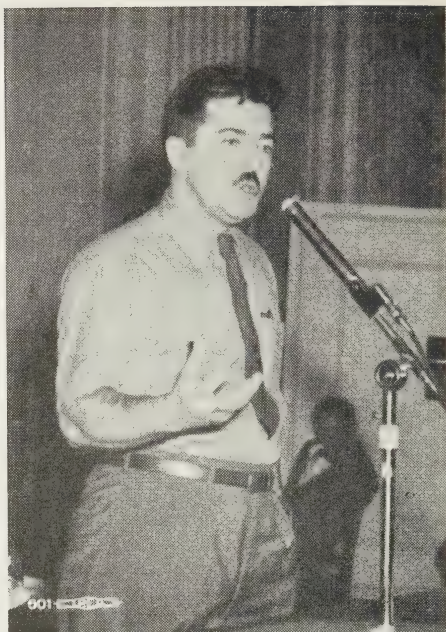
"All believers, be they Mohammedans, Buddhists, etc., can now become members of our labour organizations. We accept workers from all denominations whose principles are based on spirituality and who reject materialism."

Dr. Thormann sees in this method a way for Christian trade-unionism to act as "a third power between Communism and unions whose principles are clearly materialistic or neutral".





**J. A. Blanchette**  
Addresses Convention



**Jean Marchand**  
"The advantages are greater."

## Labour Unity

Following a discussion which lasted all one day, the delegates declared themselves, by an overwhelming majority, in favour of the principle of affiliation with the Canadian Labour Congress.

A final decision will not be made, however, until the holding of a special Congress which is to take place before June 1, 1957.

In the meantime, a committee of nine members has been appointed to carry on negotiations with the CLC.

The delegates chose the status of a "national union" in the sense of the CLC constitution, seeing in it the status "which can best protect the integrity of the movement".

The discussion gave rise to some lively exchanges of views, but when the question was put to a vote only about 15 delegates were opposed to the principle of affiliation.

A burst of applause greeted the announcement of the results of the vote. One delegate however, Gérard Poitras of Montreal, insisted on having his dissent recorded.

Before the discussion was resumed in the afternoon, the convention was visited by His Eminence Cardinal Paul Emile Léger, who addressed the delegates briefly, reminding them that times are changing.

"You must not build avenues," he said, "where your successors will find that you were lacking in foresight.

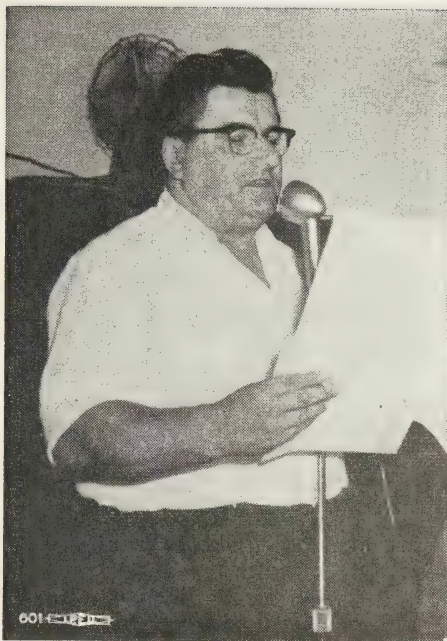
"I hope," he added, "that in 25 years' time the Church will still be in her place among you, and that she will find herself among men who have had the courage to respect their Christian ideals."

Thanking him for his visit, the General Secretary said it was "comforting" to hear His Eminence. "We are free to make decisions for ourselves," he said, "and the Episcopate recognizes the fact that we are mature enough to do so."

Gérard Picard opened the debate on the report of the unity committee and gave details concerning the consequences of affiliation.

Thus he explained that the CCCL would cease to be a union organization at the national level, that it would no longer submit legislative briefs to the federal Government and that it would also discontinue its affiliation with the International Federation of Christian Trade Unions.

He also pointed out that the CCCL would have to adopt a new name and be certain of its adhesion to the principle of non-discrimination in regard to race, colour, creed and national origin.



**S. Ted Payne**

"You will not be ill at ease..."

Moreover, affiliation would mean the union of the central councils in centres where there are already councils affiliated with the CLC.

Adéland Mainguy of Quebec protested against the fact that union with the CLC will deprive the worker of his freedom to change unions.

Angelo Forte of Montreal, President of the Clothing Federation, deplored the fact that unity will lead to rupture of the affiliation with the IFCTU.

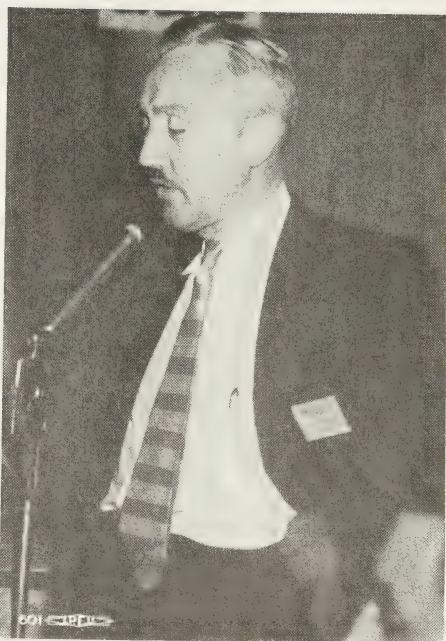
The President of the National Federation of Employees of Municipal and School Corporations of Canada, René Bélanger of Quebec, was in the forefront of those who opposed affiliation.

He questioned whether affiliation with the CLC conforms with the social doctrine of the Church and is in the best interest of the workers of the province of Quebec.

"If we remain apart," Mr. Bélanger suggested, "the CCCL can protect the workers just as well."

One of the most eloquent speeches in favour of unity was delivered by S. Ted Payne, Vice-president of the National Metal Trades Federation, who pointed out that labour unity in Canada can be brought about only by sacrifice.

Mr. Payne, an English-speaking member who expresses himself well in French,



**René Bélanger**

"Would do just as well apart."

declared: "I have never felt out of place in the CCCL; neither will you feel uncomfortable in the CLC."

Dwelling on the advantages of affiliation as far as organizing non-unionists is concerned, Mr. Payne pointed out that "conditions will never be more favourable to the unity of labour than they are at present".

The President of the National Metal Trades Federation, Adrien Plourde of Arvida, as well as Maurice Vassart, business agent of the National Federation of Chemical Workers in Shawinigan Falls, both stressed the fact that bargaining in large industries must be conducted on a common front.

The General Secretary of the CCCL spoke at length in favour of affiliation, saying that there are no doubt disadvantages but that the advantages are greater.

"There are enough good ideas within our labour movement to warrant spreading them abroad, and enough good will to facilitate this diffusion," Mr. Marchand stated.

He added: "We find ourselves faced by this dilemma: if we maintain the *status quo*, we are doomed to union inefficiency. The problem exists on the economic and social levels, and at these levels we suffer from a congenital defect, since our present



## League of National Action Opposes Amalgamation

In a telegram addressed to the General President, the League of National Action expressed the wish that the CCCL would keep its integrity and its independence.

Pointing out that it would be concerned with the disappearance of the national union movement which became a reality with the CCCL, the League requested "that action be taken to see that integration of the CCCL is carried out only in accordance with methods

which allow the national syndicates to preserve their integrity and a sufficient margin of autonomy".

Reading the telegram, Mr. Picard mentioned that it was not signed, and that he had no proof, therefore, of its authenticity.

The telegram added, after denouncing "pure and simple amalgamation," that "French-Canadian workers can attain their full development only in an atmosphere of French-Canadian and Catholic culture".

structure does not allow us to cover the economic field that we should cover, especially since the advent of large-scale basic industry.

"Nevertheless, we must maintain as many of the CCCL's characteristics as we can, since they have been at the base of the Confederation's value and dynamism."

The nine-member committee empowered to negotiate with the CLC is as follows: Jean Marchand, Quebec; Adrien Plourde, Arvida; Adalbert April, Quebec; S. T. Payne, Montreal; Roger Mathieu, Montreal; Maurice Vassart, Shawinigan Falls; Lucien Dorion, Quebec; J. B. Delisle, Montreal; and J. N. Godin, Quebec. The last two named are newcomers on this committee. The General President is an *ex-officio* member.

### Canon Henri Pichette

In his remarks, the General Chaplain of the CCCL, Rev. Canon Henri Pichette, dealt at length with the doctrinal orientation of the CCCL, explaining the attitude of the Catholic hierarchy towards affiliation of the syndicates with the Canadian Labour Congress. He wanted to clear up the misunderstanding concerning what is called the denominational character of the CCCL, he said. "It is wrong to think that (Christian) inspiration is exclusively denominational in character, as you know, and it is also wrong to believe that denominational trade-unionism is the only form which enables you to draw inspiration from your faith in your actions," he stated.

Dwelling on the fact that there can be other formulas than that of denominational trade-unionism, the chaplain said:—

"If the formula which we have accepted until now can no longer be maintained, in whole or in part, we shall then have to find the best one which, in the circumstances, will ensure the moral education of the worker and enable him to acquire that spirituality which is indispensable to his being a Catholic worker and union member."

Canon Pichette reminded the delegates that if the Catholic hierarchy has shown a preference for Catholic trade-unionism, it has always been careful to add, "when possible".

"There was a time when full denominationalism was possible in the whole CCCL structure. Later on, compromises had to be arrived at in cases where the bargaining unit did not correspond to a homogeneous Catholic environment. Do the new elements require further changes? Therein lies the whole problem."

The chaplain emphasized the fact that "it is not incumbent upon me to take your place, and to express an opinion on the aspects of the problem which is yours to solve".

He wanted to clarify the meaning of the CCCL's proceedings with the CLC and of the attitude of the syndicates towards the Catholic hierarchy.

"It is not a matter of withdrawal, even less of separation, but rather an effort at adaptation to an ever-changing world. Meaningful changes of concern to us are taking place; we cannot ignore them. Any progressive social movement must constantly try to adapt itself and, when necessary, develop according to new requirements."

A few hours before the close of the convention, Canon Pichette made it quite clear that "erroneous statements have been attributed to His Eminence Cardinal Paul Emile Léger and to me," leading to "the false impression that we suggest merger".

Stating that it would be going further than the congress itself, which had favoured the principle of affiliation but rejected the idea of merger, he said that the Church "had recommended no definite solution".

"We have simply reminded you of your responsibilities as Catholics in the face of present-day problems and asked you always to seek solutions whereby the moral and spiritual education of the workers can be continued," he said.



## Structural Reforms

In order to make the administration of the CCCL more efficient and also to reduce its operating costs, the convention approved in principle, following a lengthy discussion, a complete revision of its structures.

The Executive Committee and the Confederal Bureau are to prepare a draft which will be submitted to a special convention to be held before June 1, 1957.

The proposed revision constitutes a fundamental recast of the present framework of the CCCL. The main complaint voiced against this change was to the effect that the proposed reform would centralize too much authority in the hands of the Executive.

As a result of the proposed revision:—

The CCCL would be divided into six occupational groups (instead of the present 15 federations) and eight districts;

The occupational groups would preserve their autonomy with regard to decisions of a professional nature, but they would no longer be administrative bodies;

Likewise, the central or regional councils would retain their autonomy in legislative, regional and local matters, within their own jurisdiction, but would no longer be administrative bodies, except that they would be allowed to provide extra-union services;

The services now provided by the central councils and federations would be centralized under the jurisdiction of the CCCL;

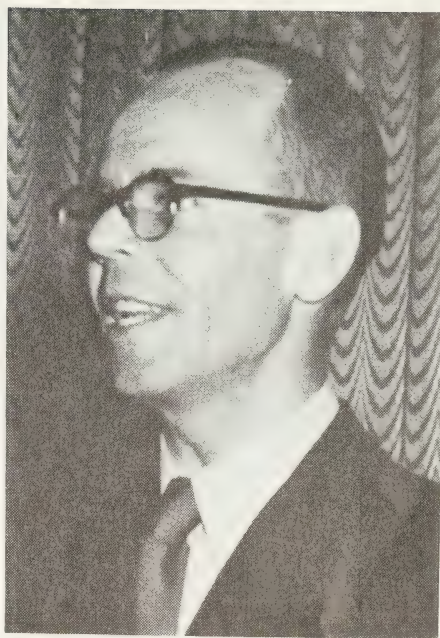
Federations and central councils would no longer be obliged to collect the per capita tax and the per capita tax of the CCCL would be set at a sufficiently high level to allow it to meet its new obligations.

The Executive was instructed to appoint a Committee "whose duty it will be to draft, as soon as possible, and in accordance with the reform principles mentioned above, one or more constitutions clearly defining the rights, duties, obligations and privileges of the new modified organizations or bodies". Moreover, the Committee will have to make estimates in accordance with the new structures.

The President of the Federation of Employees of Municipal and School Corporations, René Bélanger of Quebec, put up a long and strenuous opposition to the proposed structural reform on the grounds of undue centralization.

Stating that "centralization leads to bureaucracy," Mr. Bélanger warned the delegates against what he termed "the strength of organization for its own sake".

He suggested putting off the project to a later date so as to allow the affiliated



**Gérard Picard**

11th Term as CCCL President

bodies to study it further, but his motion was defeated by a large majority in a secret ballot.

On the other hand, the President of the National Metal Trades Federation, Adrien Plourde of Arvida, stated that "the CCCL has been lacking in centralization" and that, today, it is important for its administration to be centralized.

Armand Côté, President of a chemical workers local in Shawinigan Falls, asked the delegates to forget their personal interests. "If you want the CCCL to remain standing," he said, "do not delay in making reforms."

Stating that too many syndicates "are not rendered the services to which they are entitled by the present federations and central councils," J. R. Ouellet, a CCCL Vice-president, suggested that structural reform would correct this state of affairs.

## Organization Campaign

The convention decided to launch a vast organization campaign among non-unionists, and to that effect authorized an increase in dues amounting to 10 cents per member per month.

The per capita increase will become effective on May 1, 1957, and this additional revenue will be used exclusively for the purpose of organizing non-unionized sectors.



**The CCCL Executive Committee elected at the 1956 convention (left to right): René Gosselin, 1st Vice-president; Emile Hébert, Treasurer; Joseph Parent, 3rd Vice-president; Canon Henri Pichette, General Chaplain; Rodolphe Hamel, 6th Vice-president; Gérard Picard, General President; Roger Mathieu, 2nd Vice-president; Miss Jeanne Duval, 7th Vice-president; Angelo Forte, 5th Vice-president; Adrien Plourde, 4th Vice-president. Absent: General Secretary Jean Marchand.**

This decision was made, without a great deal of opposition, after a study of the report of the organization committee, which predicted that the CCCL will soon become "a second-class movement" if it continues to neglect organizing.

The report focused attention on membership statistics in the CCCL, which show that, during the past year, the number of syndicates decreased from 415 to 405, and the number of members from 97,173 to 96,296.

The committee found that from the point of view of organization, the CCCL, has remained stationary or has retrograded.

The convention also decided to establish two separate services, one for organization and the other for strikes.

Far from trying to blame the present team of organizers for the existing state of affairs, the committee pointed out that, having to look after both organization and strikes, the personnel was over-worked.

With the establishment of two distinct sections, the staff dealing with strikes, when not busy, will be able to lend a hand to the organization section.

The President of the Clothing Federation, Angelo Forte, was the main spokesman of those favouring per capita increases in order to provide funds for maintaining an organization campaign.

Referring to the textile, clothing, shirt, shoe and full-fashioned hosiery industries,

Mr. Forte declared that it will be impossible to improve working conditions and workers' wages in these industries as long as a large proportion of factories and shops are not organized and offer disastrous competition to shops where labour is unionized.

In conclusion, he asked the convention to increase the efficiency of the organizers' team of the CCCL by adding to its personnel.

The President of the National Textile Federation, René Gosselin, supported Mr. Forte's recommendations, pointing out that in the field of silk textiles, only 1,000 out of 7,000 workers are organized in Quebec province.

J. N. Godin of Quebec declared that "within five years the CCCL will disappear unless more time and money are devoted to organizing".

He summarized the present organization problem as: "no men, no money, no time".

### Resolutions

While the convention dealt mostly with problems of internal administration, structural reforms, affiliation and doctrinal trends, the delegates expressed their views on a number of questions of a general nature.

The most important resolutions adopted concerned public education and politics on television; others dealt with labour legislation, provincial as well as federal, income tax and imports.



The convention decided to submit a brief each year to the Department of Education "setting forth the claims and suggestions which, in the opinion of the workers, would permit a better adaptation of our educational system to present-day needs".

Proposed by the Confederal Bureau, this motion creates a precedent, since, as it was pointed out, it will be the first time that an organization has taken the initiative of submitting its point of view and its claims to those responsible for public education in the province.

The brief will be submitted jointly, if possible, with the other labour organizations.

The delegates also adopted a resolution with a view to regulating electoral broadcasting, for television as well as for radio.

Adopted unanimously, this resolution, emanating from the Quebec Central Council, requested that the CBC:—

Limit political broadcasting, from the time of the prorogation of the House, to two hours a day for radio and to one hour a day for television;

See that these broadcasts are absolutely free to private stations;

Set up the program for these broadcasts ahead of time and divide the time allowed for them equally between political parties;

Prohibit spot announcements;

Censor the texts of speeches, panel discussions and interviews in order to make certain that they contain no statement contrary to the truth, no demagogic appeal and no attack of a personal nature against a candidate or the head of a political party;

Present at least once a week, outside of election times, in co-operation with non-political organizations and under its own responsibility, a program where political questions will be discussed in an impartial and objective manner.

In addition to the two main resolutions, the convention also—

Reiterated its claims concerning income tax exemptions;

Protested against restrictions on credit in the field of housing;

Decided to study the possibility of establishing a cartel with a view to eliminating or at least reducing the flow of imports from Japan;

Favoured an increase in customs duties on all imports of shoes;

Requested the National Film Board to produce more films in French dealing with labour questions;

Reiterated the necessity for a health insurance plan;

Recommended that the provincial Government take advantage of the offer of help from the federal Government and set up a plan of public works;

Requested that questions relating to labour-management relations in shipbuilding establishments come under the jurisdiction of the federal Government;

Urged that hospital employees be covered by unemployment insurance;

Requested that Government Annuities be increased from \$1,200 to \$2,400;

Congratulated the federal Government on the adoption of equal pay for equal work legislation and requested that the provincial Government adopt similar legislation.

## Committee on the President's Report

The setting up by the federal Government of a permanent tripartite board for the purpose of compiling and publishing all available information relating to automation was requested by the CCCL convention at the suggestion of the committee which studied the President's report.

The CCCL outlined its position regarding the problem of automation, declaring that "the organization is not against automation, provided that the workers, through appropriate means, can benefit from the social and economic progress which may result from it at a rate at least equal to that of technological progress".

At the same time, the congress stated that it is in favour of a national health insurance plan, of increasing unemployment insurance benefits and of levying a special tax on "production surpluses".

The delegates also approved the recommendation of the committee suggesting that the Dominion Bureau of Statistics compile and publish statistics relating to productivity in various industries.

Turning to the provincial government, the delegates gave their support to free education at all levels, to the development in the professional teaching field of technical training best adapted to the needs of automation, and to legislation concerning the working conditions best suited to productivity in relation to technological progress.

## Report of the Confederal Bureau

The threat of inflation is causing great concern to the workers, said Jean Marchand, General Secretary, in his Confederal Bureau report.

Pointing out that the consumer price index, which had remained stable since the end of the Korean war, went up 2.6 points



during the last three months, and that present conditions point to further increases which will continue for several months yet, he declared:—

"This sudden move from a state of marked economic slowdown to what seems to be the beginning of an inflationary crisis enables us to single out the weakness and insufficiency of a *laissez-faire* economy which is not oriented towards the establishment of a system where we would find a minimum of stability."

Mr. Marchand expressed the wish that the Gordon Commission, empowered to study Canada's economic prospects, would recommend "the establishment of orientation organizations and the adoption of concrete measures which will put an end to this succession of economic recessions and inflationary crises".

### The Education Service

At the suggestion of Fernand Jolicoeur, Director of the Education Service, the convention decided to study the possibility of establishing study camps for the Montreal and Quebec regions.

"Educational programs involving experiences in community living outside the

usual surroundings of the participants are most profitable," Mr. Jolicoeur pointed out.

These study camps would be a co-operative organization set up through the Education Service.

### Elections

Gérard Picard was re-elected General President by acclamation for his 11th consecutive term.

With the exception of the fifth and seventh vice-presidents, all members of the Executive Committee were re-elected.

Jean Marchand, General Secretary, was re-elected by acclamation for his ninth term and Treasurer Emile Hébert for a second term.

René Gosselin, Roger Mathieu, Joseph Parent and Adrien Ploudre, the first four vice-presidents, were re-elected by acclamation. Angelo Forte was chosen as fifth vice-president, replacing J. R. Ouellet, who did not seek a second term. Rodolphe Hamel kept the sixth vice-presidency, defeating S. T. Payne for that post. The seventh vice-presidency, unofficially reserved for female members, went on the second ballot to Miss Jeanne Duval, who defeated Miss Madeleine Brousseau, the former incumbent.

---

## Despite Decline in Mortgages, Building Activity Higher Than in 1955

The volume of house-building activity in Canada was higher during the first seven months of 1956 than last year, despite a decline in mortgage lending on new residential construction, it is reported in *Canadian Housing Statistics*, quarterly report by Central Mortgage and Housing Corporation.

Although starts of new dwelling units were at virtually the same level as in 1955, the number of dwellings completed was higher; there were also more units under construction.

While the annual rate of housing starts has been declining moderately since the third quarter of 1955, the decline in National Housing Act lending in 1956 had not made its full impact on housing starts by the middle of the year.

During the first seven months of the year, 74,531 dwelling units were started in Canada. While this is little different from the same period in 1955, starts in July were lower by nearly 7 per cent.

When account is taken of seasonal factors, second quarter starts were at an

annual rate of 132,000, compared with an annual rate of 136,000 during the first three months of the year, 142,700 in the final quarter of 1955 and 145,300 in the third quarter last year.

Lending under the National Housing Act continued to decline in the second quarter and the number of units for which loans were approved during the first six months of the year was 19 per cent lower than during the same period last year. In June, the number of units approved was 24 per cent lower than in 1955.

The volume of bank mortgage lending under the Act during the second quarter this year was 37 per cent below last year.

Also contributing to the decline in mortgage lending was the fact that builders in some localities were facing difficulties in providing land for residential construction.

These developments resulted in a drop of 6,000 units in the total number of dwellings for which loans were approved under the National Housing Act during the first six months this year.

# Canada-Wide Progress Reported

Executive of the National Advisory Committee on the Rehabilitation of Disabled Persons receives reports that interest growing and much progress being made in rehabilitation program in all parts of Canada

Reports given at a meeting of the executive of the National Advisory Committee on the Rehabilitation of Disabled Persons in Ottawa on October 2 revealed a growing interest and much progress in the rehabilitation program in all parts of Canada.

Prejudice against the hiring of the disabled is lessening, it was reported, and the number of disabled persons being accepted for employment is increasing.

Committee Chairman Dr. G. Fred McNally presided at the meeting. The Vice-Chairman, the Rev. J. C. Beaudin, also attended.

Provincial governments were represented by J. S. White, Deputy Minister of Social Welfare and Rehabilitation, Saskatchewan; and Dr. L. W. Shaw, Deputy Minister and Director of Education, Prince Edward Island.

Others attending were: Dr. A. T. Jousse, Canadian Medical Association; E. A. Dunlop, Canadian Arthritis and Rheumatism Society; Roy Campbell, Canadian Manufacturers' Association; Max Dodds, Ontario Federation of Labour; Prof. R. Edgar Guay, Laval University; and representatives of the Unemployment Insurance Commission, the Department of National Health and Welfare, and the Department of Veterans Affairs.

\* \* \*

A clinic opened in Edmonton in 1952 by the Alberta Workmen's Compensation Board for rehabilitating injured workmen now handles up to 150 patients a day. It is now being enlarged by the addition of a wing that will enable it to minister to 300 persons a day.

Included in the clinic's departments are, in addition to treatment rooms, X-ray facilities, laboratory, medical and rehabilitation offices, gymnasium, remedial pool, exercise rooms, and administrative offices.

Only out-patients are treated at the clinic. No hospital beds are available, nor is any active hospital treatment carried out.

Patients attend the clinic daily for an eight-hour program of treatment and remedial activities.

Patients who due to their physical condition are unable to handle a full day's program are treated on a half-day basis and, if feasible, diversional or rest activities are prescribed.

The clinic provides an over-all progressive program of physiotherapy, remedial exercises and occupational therapy leading to full job activities.

Both physical disabilities and the emotional disturbances resulting to a worker from an injury are fully considered in the program, and both are treated through the medium of physical agents, exercises, remedial games and occupational projects.

Equipment at the clinic, and the treatment program, were established after a careful study of institutions in other parts of Canada, Great Britain and the United States, many of which were visited by the medical director of the clinic.

An endeavour was made to include in the Edmonton clinic both equipment and methods of treatment which have been proved at other institutions.

Treatment at the clinic does not in any sense replace treatment by the workmen's attending doctor. It is intended to assist and aid in the treatment, and is only supplementary thereto.

Every effort is made to maintain the doctor-patient relationship between patients referred to the clinic and their physicians. Regular reports are made to the doctor. The patient is referred back to him for examination and review upon request, and is instructed to report back to his doctor upon discharge from the clinic.

## Women Now Work in Out-of-Way Spots

Opportunities for jobs on remote construction and natural resource projects, once considered sole domain of man, have opened up for women

Opportunities for jobs on projects away from civilization have opened up for women. Today, young women play an important part in the development of Canada.

"Not too many years ago," writes Madelene E. Curran, supervisor of female personnel for Crawley & McCracken Co., Ltd., contract caterers, in *The Canadian Personnel & Industrial Relations Journal*, "no one thought that the day would come when girls would be part of the task force employed in harnessing the natural resources to be found in the northern hinterlands and the mountain ranges of our vast country...Crawley & McCracken Co., Ltd., executives have long recognized the value of the feminine touch on construction jobs and, year by year, more and more women are being employed by the company in its boarding and commissary service."

Today, women have won acceptance in a field that but a few years ago was considered the sole domain of man.

One result of the feminine touch, writes Miss Curran, has been the general tidying up of the male population on a construction operation and "gentlemanly deportment is now an integral part of the normal pattern of a construction camp dining room".

Labour turnover, too, appears to be lower in such camps, it is noted.

Bearing in mind that women are neither as strong nor generally as tall as men, camp equipment and the layout of dining room service areas have been redesigned.

Two requirements in the employment of women in such jobs are stressed: the selection of properly qualified matrons to look after the interests of the girls and provision of the right kind of living quarters and entertainment facilities. "Even more than for men, young women should be provided with a home-away-from-home when employed on construction projects," says Miss Curran.

\* \* \*

A new, practical approach to problems of older women job seekers—"Earning Opportunities Forum"—is outlined by the Women's Bureau of the United States Department of Labor.

The Forum consists of a one-day meeting at which are brought together older women seeking jobs, employers seeking workers for shortage and other occupations and community agencies which feel that their "mature citizens" have definite places in the economic as well as the social progress of the nation.

Pilot tests of the project made in Baltimore and Boston have convinced the Bureau that a forum of this kind could serve countless communities throughout the country and have led to the preparation of a pamphlet entitled, *How to Conduct an Earning Opportunities Forum*.

\* \* \*

*Employment Opportunities for Women in Beauty Service* is the subject of another bulletin issued by the Women's Bureau of the U.S. Department of Labor. Beauty service, it reports, is a promising occupational field for women, ranking 14th among 446 census occupational items.

According to the 1951 census of Canada, in which barbers, hairdressers and manicurists were grouped together, there were 13,561 men and 10,854 women engaged in these occupations.

\* \* \*

The International Council of Women will hold its next conference in Montreal, June 5-15, 1957.

Mrs. Rex Eaton, OBE, was elected President of the National Council of Women of Canada, to succeed the retiring President, Mrs. Allan Turner Bone. Mrs. Eaton served as Associate Director of National Selective Service, in charge of recruitment of women for essential services during the war years 1942-46.

\* \* \*

Almost one-quarter of West German employers are women, numbering roughly 600,000 as against 2.6 million male employers. Only one in every six is married.

The relatively high ratio is attributed to a three-million surplus of women over men, caused mainly by the two world wars.



## 50 Years Ago This Month

Railwaymen's wage rates provided in 1906 collective agreements ranged from 17 cents an hour to \$140 a month. Retail clerks and barbers in a number of places were getting a half day off during summer months

Railway wages in 1906 ranged from 17 cents an hour for coach cleaners, coal and ice men and painter's helpers to \$140 a month for conductors on main line passenger trains in the Central and Western Divisions. Rules and rates of pay provided in collective agreements on Canadian railways were published in the *LABOUR GAZETTE* for November 1906.

Switchmen's wages varied from place to place the highest rate given in the agreement of the Grand Trunk Railway for lines east of Detroit and St. Clair Rivers being \$2.25 for a 10-hour day at St. Thomas, the lowest being \$1.70 a day at Gorham. These were for day helpers, night helpers in most cases getting 10 cents a day more, although in some places day and night rates were the same.

The carmen's agreement with the Canadian Northern Railway gives a top wage of 32 cents an hour for a leading tinsmith and pipefitter. Carpenters' rates varied from 22½ to 29½ cents an hour. Painters got from 21½ to 31 cents, tinsmiths 29 cents, and upholsterers from 25 to 27 cents an hour.

The boilermakers' agreement with the Canadian Pacific Railway shows that boilermakers were paid 38 to 40 cents an hour, flangers at Winnipeg got 40½ cents, and for netting, ashpan and grate work the pay was 28 to 29 cents an hour.

The agreement with the CPR covering conductors, baggagemen, brakemen and yardmen, which gave the top rate of \$140 a month for conductors, for mileage of 5,600 or less, stated that baggagemen were to be paid 58 per cent, and brakemen 53 per cent, of conductors' rates.

On branch line passenger trains, conductors got \$125 a month for 5,000 miles or less. Like the main line conductors they were paid extra at *pro rata* rates for mileage in excess of the standard distance.

Freight train conductors were paid from 3.45 to 3.90 cents a mile, while brakemen on the same trains got from 2.35 cents to 2.70 cents a mile. Yardmen were paid 28 cents an hour for day work and 30 cents for night work. Yard foremen got 31 and 33 cents an hour for day and night work respectively.

Hours per day for other than running crews were 10, except for shop men, who on Saturdays worked nine hours from October 1 to March 31 and usually five hours during the rest of the year.

Of boilermakers' apprentices it was stated that: "Any boy hereafter engaging himself to learn the trade must serve five years, between the ages of 15 and 16 years and be able to read and write English, also know the first four rules of arithmetic." Their pay was 9 cents an hour in the first year and went up to 22 cents in the fifth year.

The same issue of the *LABOUR GAZETTE* reported that immigrants arriving by ocean ports during July and August 1906 reached a total of 26,070, compared with a total of 16,387 for the same months of 1905. Immigration from the United States during the same period was 9,299, the total for the corresponding period of 1905 being 6,081.

"A number of staple articles, entering largely into cost of living, advanced in price during the past month," the *LABOUR GAZETTE* for November 1906 reported. "Butter, eggs, cheese, potatoes, poultry, bacon and other commodities for the table, were generally high. . . Houses of moderate rentals continued very scarce, and were in great demand in a number of the cities."

Railway construction was continuing apace, although shortage of labour was still causing some difficulty, the *Gazette* reported. The CPR issued orders for 4,000 freight cars, 200 passenger cars and 50 heavy locomotives, to cost in all \$7,500,000, and to be delivered by mid-summer 1907. All the equipment was to be manufactured in Canada, provision for this being made by enlargement of the company's shops in Montreal and by the taking on of more workmen.

Retail clerks and barbers were the classes chiefly affected by arrangements for closing early or allowing an afternoon off during the week in the summer months, a survey conducted by the Department showed. The day chosen for the half-holiday was generally Wednesday or Thursday.

# International Labour<sup>®</sup> Organization

## Sixth Regional Conference of American States Members of ILO

Suggests courses of action for employers, workers, governments and international agencies to increase productivity; adopts resolutions on labour-management relations, co-operatives and trade union rights

The sixth regional conference of American states members of the International Labour Organization, meeting in Havana, Cuba, from September 3 to 14, adopted a recommendation containing specific suggestions for increasing American productivity through action on the part of employers, workers, governments and international agencies.

The conference recommended that certain aspects of collective agreements, training, work rules, the settlement of disputes and the collection and exchange of information be included in future ILO studies in the labour-management field.

It also recommended that the ILO continue its studies on co-operatives in collaboration with the Organizations of American States, the Food and Agriculture Organization and other international organizations.

The conference discussed, too, the general aspects of co-operative policy, organization, legislation, education and training, and agricultural and housing co-operatives.

Other resolutions concerned freedom of association, workers' education, indigenous population, and ILO co-operation with representatives of presidents of the Latin American republics.

Nineteen nations of North, Central and South America sent 114 delegates to the conference. These included 54 government, 27 employer and 33 worker delegates.

The Canadian delegation to the conference comprised:—

*Government Delegate:* G. V. Haythorne, Assistant Deputy Minister of Labour.

*Government Advisers:* J. D. Love of the Department's Labour-Management Research Division, and T. H. W. Read, Second Secretary and Consul at the Canadian Embassy, Havana.

*Employer Delegate:* H. McD. Sparks, Vice-president of Industrial and Public Relations, Northern Electric Co., Limited, Montreal.

*Worker Delegate:* F. W. Dowling, Vice-president in Canada of the United Packing-house Workers of America, Toronto.

V. C. Phelan, Director, Canada Branch, International Labour Office, attended the conference as a member of the ILO Secretariat.

Countries sending delegations, in addition to Canada, were Argentina, Bolivia, Brazil, Colombia, Costa Rica, Chile, the Dominican Republic, Ecuador, the United States, Guatemala, Haiti, Mexico, Panama, Paraguay, Peru, El Salvador, Uruguay and Cuba. Thirteen of these nations sent tripartite delegations. Nicaragua, Spain, France, the United Kingdom and several governmental and non-governmental organizations sent observers.

The conference was attended by an ILO Governing Body delegation headed by its chairman, Sir Guildhaume Myrddin-Evans, of the United Kingdom, and by the ILO Director-General David A. Morse.

Assistant Director-General of the ILO, Luis Alvarado, Peru, was the conference's Secretary-General.

The Minister of Labour for Cuba, Mr. Suarez Rivas, was elected President of the conference.

Three technical committees were established, to deal with labour-management relations, productivity and co-operatives.

Thirteen plenary sessions were held during the conference.

### Labour-Management Relations

The labour-management relations committee considered draft resolutions submitted by the Government members of Argentina and Cuba, and by the Workers' group, as well as the background paper prepared by the ILO office. Three resolutions were drafted and adopted unanimously by the committee and by the conference.



**Canadian delegation at sixth regional conference of American state members of the ILO (seated, left to right): H. McD Sparks, employer delegate; Dr. G. V. Haythorne, Assistant Deputy Minister of Labour, head of delegation; Fred W. Dowling, worker delegate; (standing): V. C. Phelan, Director, Canada Branch, ILO; J. D. Love, Department of Labour, and T. H. W. Read, Canadian Embassy, Havana, government advisers.**

The first of these resolutions, relating to the future program of the ILO in the field of labour-management relations, recommended that careful study should be given to:—

1. Works rules, systems of information and consultation, and other factors affecting relationships at the level of the undertaking.

2. The training needs of the parties to collective bargaining.

3. Means of recognizing and recruiting qualified mediators, conciliators and arbitrators.

4. The provisions of adequate information and statistical data for use in collective bargaining.

5. Methods of stimulating the use and effective drafting of collective agreements.

6. Procedures for the prompt settlement of disputes, and

7. The possibility of a systematic exchange of views between the International Labour Office and public and private institutions engaged in the study of labour-management relations in member countries.

The second resolution called for a study by the International Labour Office of systems of profit-sharing and their effect on labour-management relations, and asked the Governing Body to consider the possibility of placing this subject on the agenda of the next conference.

The third resolution recommended that the ILO Governing Body consider the possibility of organizing in the American Region a seminar in which representatives of employers and workers could study problem areas in the field of labour-management relations.

Canada was represented on the committee by Mr. Love, who also served on the drafting subcommittee, and by Mr. Sparks.

### **Productivity**

The report of the productivity committee, unanimously adopted by both the committee and the conference, contained the text of two resolutions.

The first of these resolutions, which dealt with the role of employers and workers in programs to raise productivity, began by



drawing attention to the major economic and social benefits and requirements of increased productivity. Among the requirements mentioned were:—

1. The maintenance of a high level of employment and of good working conditions.

2. Full recognition of the roles which can be played in increasing productivity in a free society, through collective bargaining and in other ways, by independent trade unions and associations of employers.

3. Government policies designed to encourage private initiative, to provide adequate systems of education and of social security, and generally to create conditions favourable to economic expansion.

4. Close co-operation among governments, employers, workers and other social groups in programs to raise productivity, through the establishment of national productivity centres or in other ways.

5. An equitable distribution among capital, labour and consumers of the benefits of increased productivity.

The resolution then defined some of the areas in which action to raise productivity could be taken by employers and their organizations, and by trade unions and workers.

It stated that: "Since it is the function of the management to plan, organize and control the operations of an undertaking, primary responsibility for action to raise productivity in individual undertakings rests with management." Good plant organization, the solution of technical problems and the development of a personnel policy in which recognition is given to the importance of training and of communication between management and workers and their representatives were stressed as specific responsibilities of employers.

Trade unions could make an invaluable contribution to increased productivity, the resolution stated, by co-operating actively with management in dealing with matters relating to productivity; by helping to make their members aware of the importance of higher productivity and of the need for technological change; by encouraging their members to participate fully in suggestion schemes and as members of joint plant committees; and by helping to provide their members and officers with opportunities to acquire a better understanding of such subjects as business economics, job study and industrial engineering.

The second resolution of the productivity committee contained a number of specific suggestions regarding further action

by the ILO to assist in increasing productivity in the American Region. Among other things it stressed the importance of a wide-ranging program of technical assistance in close co-operation with other interested international bodies.

Dr. Haythorne served as Chairman of the productivity committee. Mr. Dowling was a member of the committee.

### Co-operatives

The committee on co-operatives had before it for consideration and action the conclusions of the American Regional Technical Meeting on Co-operatives convened in Mexico City by the ILO in December 1955. Growing out of the committee's work, two resolutions were drawn up and approved by both the committee and by the conference, with four recorded votes against and two abstentions in the case of the first resolution, and no votes against and one abstention in the case of the second.

The first resolution contained a restatement of the conclusions reached at the Mexico City meeting, including the principles which it was felt provided a suitable basis for the promotion of co-operatives in American countries. The resolution covered in turn:—

(a) General aspects of development policy.

(b) Organization, administration and finance.

(c) Co-operative legislation.

(d) Co-operative education and training.

(e) Agricultural co-operatives.

(f) Housing co-operatives.


The second resolution dealt with further international action with respect to co-operatives. Suggestions were made regarding assistance the ILO might give in the promotion of co-operative organization in American countries in collaboration with the Organization of American States, the Food and Agriculture Organization, and other international organizations. The assistance suggested included technical assistance, exchange of information, research, seminars, fellowships, and the establishment of pilot co-operative projects adapted to the needs and conditions of the countries concerned.

Mr. Read and Mr. Sparks of the Canadian delegation served on the committee.

### Trade Union Rights

Among the resolutions considered and adopted by the resolutions committee and the conference was one condemning any infringement of trade union rights and

*(Continued on page 1427)*



# TEAMWORK in INDUSTRY

The basic reason for organizing a labour-management committee at Western Bridge & Steel Fabricators, in Vancouver, was to provide a satisfactory and reliable two-way information channel between union and management on the many problems of interest to both but not connected with the collective bargaining and negotiation process.

There were a variety of reasons pointing to the need for joint consultation at Western Bridge. Management felt that the shop employees should be kept informed on policies and employment prospects. In this way the company would benefit from the employees' production knowledge and skill, and labour would know what management's plans were from the production viewpoint. It was felt that if a communications program could succeed in eliminating unfounded rumours and speed up the flow of accurate information, the experiment would be a success.

There was already a precedent for the labour-management committee. Labour legislation in British Columbia makes joint labour-management safety committees mandatory and one of these committees had been working at Western Bridge for some time before it was decided to form a labour-management committee. While organizationally separate, the two committees work on the same principle of co-operation. The existence of the safety committee helped to pave the way for the labour-management committee.

One of the things which had to be carefully considered was the problem of union representation. Because of the many and varied skills at the plant, there are three unions representing the employees. The majority belong to Local No. 1 of the Marine Workers' & Boilermakers' Industrial Union (CLC), and the remainder are members of either the International Association of Machinists (CLC) or the International Union of Operating Engineers (CLC). Fortunately, this multi-union setup presented no organizational difficulties and has not been a problem.

From the beginning emphasis was placed on the committee's role as a communications channel. Management

wanted to emphasize two things: the company's desire to keep the employees as well informed as possible, and its willingness to listen to what the employees had to say—whether or not management agreed with their viewpoint. As with any new approach, there was at first an air of cautious reserve. This has since disappeared and discussions are now carried on freely and all facts thoroughly and frankly aired.

Labour spokesmen at Western Bridge maintain that the biggest single advantage of the labour-management committee has been the opportunity for direct contact with top management. Over the months, the men in the shop have realized what advantage this can be and use the committee to get information.

Management also considers that the experiment has been successful. Much has been learned from the free open discussions on production and in several instances expressions of opinion in committee meetings have been helpful in drawing up operating plans and policies.

\* \* \*

Two officials of the Burmese State Timber Board, Mr. Than Gywe and Mr. Maung Wing, recently visited the labour-management committee at Burns & Company, Ltd., in Vancouver, to gain first-hand knowledge of joint consultation in action.

Speaking to the meeting, Mr. Gywe said that it was very revealing to him to see labour and management sitting together at such a meeting, and said that the opportunity to see this committee in action was a definite highlight of his Canadian trip.

The Burmese Government has recently decided to institute a policy of joint consultation in the lumber industry, and one of the reasons for this visit was to observe the operation of labour-management committees in Canada. Mr. Gywe said that there had been some original doubts about forming labour-management committees in Burma but that the preliminary results of the experiment had served to lessen these.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Board did not meet during September. During the month, the Board received twelve applications for certification, and allowed the withdrawal of five applications for certification.

### Applications for Certification Received

1. International Association of Machinists, on behalf of a unit of clerical and traffic employees of Eastern Air Lines, Inc., New York, N.Y., employed in Canada (Investigating Officer: Rémi Duquette).

2. International Association of Machinists, on behalf of a unit of maintenance employees of Eastern Air Lines, Inc., New York, N.Y., employed in Canada (Investigating Officer: Rémi Duquette).

3. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of employees of Empire Stevedoring Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Iron Ore Transport Company Limited, Montreal (Investigating Officer: C. E. Poirier).

5. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed by Marathon Corporation of Canada Limited, Port Arthur (Investigating Officer: F. J. Ainsborough).

6 and 7. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers employed by Toronto Towing and Salvage Company Limited, Toronto (Investigating Officer: F. J. Ainsborough). (Two applications.)

8. Commercial Telegraphers' Union, Canadian Pacific Division No. 1, on behalf of a unit of motor messengers employed by the Canadian Pacific Railway Company (Investigating Officer: Rémi Duquette).

9. United Steelworkers of America, on behalf of a unit of employees of Consolidated Dennison Mines Limited, Spragge, Ont. (Investigating Officer: F. J. Ainsborough).

10. International Longshoremen's Association, Independent, Local 1843, on behalf of a unit of longshoremen employed by National Harbours Board at Halifax (Investigating Officer: D. T. Cochrane).

11. International Union of Mine Mill and Smelter Workers (Canada), on behalf of a unit of employees of Consolidated Dennison Mines Limited, Spragge, Ont. (Investigating Officer: F. J. Ainsborough).

12. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Westriver Ore Transports, Limited, Montreal (Investigating Officer: Rémi Duquette).

### Applications for Certification Withdrawn

1. International Longshoremen's Association (independent), applicant, and Eastern Canada Stevedoring Company Limited, respondent (longshoremen, Toronto) (L.G., Aug., p. 1024).

2. International Longshoremen's Association (independent), applicant, and Cullen Stevedoring Company Limited, respondent (longshoremen, Toronto) (L.G., Aug., p. 1024).

3. International Longshoremen's Association (independent), applicant, and Terminal Warehouses Limited, respondent (longshoremen, Toronto) (L.G., Aug., p. 1024).

4. Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and The Walter Little Limited, Kirkland Lake, Ont., respondent (L.G., Sept., p. 1135).

5. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Motorways (Quebec) Limited, Montreal, respondent (L.G., Oct., p. 1272).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.



# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:—

1. Shipping Federation of British Columbia, and International Longshoremen's and Warehousemen's Union, Local 505 (Conciliation Officer: G. R. Currie).

2. Canadian National Steamships (West Indies), and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

## Settlements Reported by Conciliation Officers

1. Niagara, St. Catharines and Toronto Railway, and Amalgamated Association of

Street, Electric Railway and Motor Coach Employees of America, Division 846 (Conciliation Officer: F. J. Ainsborough) (L.G., Sept., p. 1136).

2. Minshull Storage and Van Lines, Halifax, and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 927 (Conciliation Officer: D. T. Cochrane) (L.G., Oct., p. 1272).

3. Cape Breton Broadcasters Limited, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane) (L.G., Aug., p. 1025).

## Scope and Administration of Industrial

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

## Relations and Disputes Investigation Act

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

## Conciliation Boards Appointed

1. Brett-Young Seeds Limited, Winnipeg, and International Union of United Brewery, Flour, Cereal, Soft Drink, and Distillery Workers of America, Local 338 (Conciliation Officer: J. S. Gunn) (L.G., Sept., p. 1136).

2. Canadian Broadcasting Corporation, and Canadian Wire Service Guild (Local 213, American Newspaper Guild) (Conciliation Officer: F. J. Ainsborough) (L.G., Oct., p. 1272).

3. Canadian Pacific Air Lines Limited, Vancouver, and International Association of Machinists, Canadian Airways Lodge No. 764 (Conciliation Officer: G. R. Currie) (L.G., Sept., p. 1136).

## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in August to deal with matters in dispute between Shawinigan Falls Broadcasting Company Limited, and St. Maurice Radio Employees' Union (L.G., Oct., p. 1272) was fully constituted in September with the appointment of Henri Jules Biron, Three Rivers, as Chairman. Mr. Biron was appointed by the Minister on the joint recommendation of the other two members Jean-Marie Bureau, CR, Three Rivers, and Léon Lamothe, Shawinigan Falls, who were previously appointed on the nomination of the Company and Union respectively.

2. The Board of Conciliation and Investigation established in September to deal with matters in dispute between Brett-Young Seeds Limited, Winnipeg, and the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 338 (see above) was fully constituted in September with the appointment of R. H. Hooper, Winnipeg, as Chairman. Mr. Hooper was appointed by the Minister in the absence of a joint recommendation from the other two members, F. R. Gorsline and Léon Mitchell, both of Winnipeg, who were previously appointed on the nomination of the Company and the Union respectively.

3. The Board of Conciliation and Investigation established in September to deal with matters in dispute between the Canadian Broadcasting Corporation, and Canadian Wire Service Guild (Local 213 American Newspaper Guild) (see above) was fully constituted in September with the appointment of Hugh Arrell, Hamilton, as Chairman. Mr. Arrell was appointed by the Minister on the joint recommendation of the other two members, Homer Payette,

Toronto, and Miller Stewart, Sturgeon Point, who were previously appointed on the nomination of the Corporation and Guild respectively.

4. The Board of Conciliation and Investigation established in August to deal with matters in dispute between the Dominion Coal and Steel Company Limited, and Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1273) was fully constituted in September with the appointment of His Honour Judge K. L. Crowell, Yarmouth, as Chairman. Judge Crowell was appointed by the Minister in the absence of a joint recommendation from the other two members, Melbourne Chappell, Sydney, and Richard Shields, Saint John, who were previously appointed on the recommendation of the Company and the Union respectively.

## Board Reports Received during Month

1. Empire Stevedoring Company Limited; Louis Wolfe and Sons (Vancouver) Limited; Canada Stevedoring Company Limited; Western Stevedoring Company Limited; Victoria-Vancouver Stevedoring Company Limited; and International Longshoremen's and Warehousemen's Union, Local 507 (L.G., Aug., p. 1025). The text of the report is reproduced below.

2. Saguenay Terminals Limited, Port Alfred, and the National Syndicate of Longshoremen of Ha! Ha! Bay, Inc. (L.G., July, p. 854). A summary of the report is reproduced below.

3. Saguenay Terminals Limited, Port Alfred, and National Syndicate of Salaried Employees of Saguenay Terminals Limited (L.G., Aug., p. 1025). A summary of the report is reproduced below.

## Settlements Following Board Procedure

1. Empire Stevedoring Company Limited; Louis Wolfe and Sons (Vancouver) Limited; Canada Stevedoring Company Limited; Western Stevedoring Company Limited; Victoria-Vancouver Stevedoring Company Limited; and International Longshoremen's and Warehousemen's Union, Local 507 (see above).

## Strike Following Board Procedure

1. Saguenay Terminals Limited, Port Alfred, and the National Syndicate of Longshoremen of Ha! Ha! Bay, Inc. (see above).

2. Saguenay Terminals Limited, Port Alfred, and National Syndicate of Salaried Employees of Saguenay Terminals Limited (see above).

# Report of Board in Dispute between

Empire Stevedoring Company Limited, Louis Wolfe and Sons (Vancouver) Limited, Canadian Stevedoring Company Limited, Western Stevedoring Company Limited, and Victoria-Vancouver Stevedoring Company Limited and

International Longshoremen's and Warehousemen's Union

The Conciliation Board in this matter, consisting of Mr. C. George Robson and Mr. George Home, Members, and Mr. F. E. Harrison, Chairman, met with representatives of the parties concerned on August 7, 10, 14, 15, 16, 17, 20 and 24. In addition, meetings of the members of the Board were held on the 2nd, 22nd and 27th of August and September 4 and 5, 1956.

The submissions of the union were presented by Mr. Neill McAulay, member of the Executive Board of Local 507, and Mr. John Berry, International representative of the union. The submissions of the employers were presented by Mr. R. F. MacRae, assisted by representatives of the stevedoring companies involved.

The requests of the union with respect to the proposed renewal of its collective agreement consisted of seventeen items (Exhibit "A"). The Board suggested to the parties concerned that they should endeavour to reconcile their differences by direct discussion rather than by Board procedure. Representatives of the union and the employers agreed to make the effort. Subsequently they reported to the Board that they had reached agreement upon all the matters at issue excepting the following:—

1. Commodity rates
2. Medical Services Association
3. Payment of retroactive wages
4. Allowances for holidays with pay
5. Recognized meal hours
6. Work delineation
7. Duration of contract
8. Plan for pensions similar to that applicable to deepsea longshoremen.

The foregoing items 5 and 6, which are set out in detail below, were requested by the employers. They are contained in Exhibit "D".

## 1. Special Work Delineation

In order to avoid jurisdictional disputes between Local 507 and longshoremen, either party while performing their own

type of work may handle the following: beams and hatches, rigging gear, dunnage, lashing cargo.

## 2. Recognized Meal Hours

Alteration of the 5 p.m. to 6 p.m. meal hour to read 5 p.m. to 6 p.m. or 6 p.m. to 7 p.m. at the employers' option.

The union declined to accept the foregoing proposed amendments requested by the employers.

The Board has given careful consideration to the submissions made on behalf of both parties and full opportunity was afforded them to present their views and arguments and to answer the submission made in opposition. Submissions were presented to the Board in the form of written briefs, as well as oral discussions supported by a number of exhibits.

The recommendations of the Board with respect to the matters referred to it are as follows:—

(1) The Board recommends that there be no change in the commodity rate clause except for the inclusion of creosoted products at ten cents per hour additional and the adoption of the agreement arrived at between the parties regarding Nitroprills and Aeroprills.

During September, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Local 507, International Longshoremen's and Warehousemen's Union, and Empire Stevedoring Company Limited, Louis Wolfe and Sons (Vancouver) Limited, Canadian Stevedoring Company Limited, Western Stevedoring Company Limited, and Victoria-Vancouver Stevedoring Company Limited.

The Board was under the chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister on the joint recommendation of the other two members, C. G. Robson and George Home, both of Vancouver, nominees of the employers and union respectively.

The text of the unanimous report is reproduced here.



(2) That the present arrangement regarding the Medical Services Association be continued.

(3) That the offer made by the employers of an increase in the basic wage rate of eight (8) cents per hour be accepted by the union, plus one (1) cent per hour additional to compensate for retroactive pay. The total increase of nine (9) cents per hour to be effective as of September 1, 1956.

(4) That the offer of the employers to increase the contribution of three (3) cents per hour for holiday pay allowance be accepted effective September 1, 1956.

(5) That the following clause be inserted in the agreement covering recognized meal hours.

The following are the recognized meal hours:—

12 midnight to 1:00 a.m.

6:00 a.m. to 7:00 a.m.

12 noon to 1:00 p.m.

5:00 p.m. to 6:00 p.m.

The meal hour may be advanced or deferred one (1) hour. Men shall not be required to work more than five (5) consecutive hours without eating. However, should men be required to work through any of the recognized meal hours, the men shall be paid at time and one-half of the existing rate.

It is further agreed that should men be worked between the hours of 5:00 p.m. and 6:00 p.m., they shall be paid the time and one-half rate of straight time, but should they be worked beyond 6:00 p.m., then the 5:00 p.m. to 6:00 p.m. meal hour shall be at the penalty rate of time and one-half and a half.

(6) Based upon the evidence submitted, the Board does not at this time concur with the employers' request for a special work delineation clause.

(7) That the duration of the agreement be from May 1, 1956, to April 30, 1957.

(8) That the representatives of the employers and the union enter into negotiations without delay on the question of pensions. Failing satisfactory progress being made by December 31, 1956, application may be made by either of the parties concerned to deal with the matter under the provisions of Section 22, subsection 2 of the Industrial Relations and Disputes Investigation Act. Any agreement reached by the parties on the matter of pensions or recommendations made by a Conciliation Board under the provisions of this clause shall not be incorporated as part of the collective agreement between the parties.

The Board commends both parties with respect to the harmonious relations which exist and which have prevailed over the past several years.

The Board appreciates the co-operation it has received from both parties and is pleased to record that the information and briefs submitted were ably prepared and of great assistance in arriving at a determination.

Respectfully submitted.

(Sgd.) F. E. HARRISON,  
*Chairman.*

(Sgd.) GEORGE HOME,  
*Member.*

(Sgd.) C. G. ROBSON,  
*Member.*

## Report of Board in Dispute between

**Saguenay Terminals Limited  
and**

**National Syndicate of Longshoremen of Ha! Ha! Bay, Inc.**

During September, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between the National Syndicate of Longshoremen of Ha! Ha! Bay, Inc., and Saguenay Terminals Limited, Port Alfred, Que.

The Board was under the chairmanship of the Hon. Mr. Justice J. Alfred Dion, Quebec, who was appointed by the Minister on the joint recommendation of the other two members, Bernard Sarrazin,

Montreal, and Marcel Pepin, Quebec, nominees of the employer and syndicate respectively.

The dispute concerned wages, amendments to several clauses in the agreement, and the date on which the agreement is to commence.

Mr. Justice Dion and Mr. Pepin recommended that the premium bonus system be abolished and that the wages of all employees who receive premium payments under the bonus system be increased 25

cents an hour. They also recommended that those employees who do not receive premium bonus payments receive a wage increase of 15 cents an hour.

Mr. Sarrazin dissented. He recommended that the premium bonus system be retained and that all employees receive an increase of 12 cents an hour. The Board was unanimous in recommending that the increases should be paid from the date when the contract is signed.

The Board unanimously recommended a payment of \$75 to all hourly rated employees to compensate for retroactive pay.

Mr. Justice Dion and Mr. Pepin recommended that the agreement date from May 15, 1956, to May 14, 1957. Mr. Sarrazin dissented, recommending that the agreement should be for one year from the date the contract is signed.

## Report of Board in Dispute between

**Saguenay Terminals Limited**

**'and**

**National Syndicate of Salaried Employees of  
Saguenay Terminals Limited**

During September, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between the National Syndicate of Salaried Employees of Saguenay Terminals Limited and Saguenay Terminals Limited, Port Alfred, Que.

The Board was under the chairmanship of the Hon. Mr. Justice J. Alfred Dion, Quebec, who was appointed by the Minister on the joint recommendation of the other two members, Bernard Sarrazin, Montreal, and Marcel Pepin, Quebec, nominees of the employer and syndicate respectively.

The dispute concerned wages, amendments to several clauses in the agreement, and the date on which the agreement is to commence.

The Board unanimously recommended an increase of \$5 a week to employees working a 38-hour week; an increase of \$6 a week to those employees working a 48-hour week; and an increase of \$7 a week to those employees working a 60-hour week. It was recommended that these rates take effect from the date the contract is signed.

The Board also unanimously recommended a payment as compensation for retroactivity of a sum of \$75 to employees working a 38-hour week; \$85 to employees working a 48-hour week; and \$95 to employees working a 60-hour week.

Mr. Justice Dion and Mr. Pepin recommended that the agreement date from May 15, 1956, to May 14, 1957. Mr. Sarrazin dissented, recommending that the agreement should be for one year from the date the contract is signed.

---

## Announce Appointments under Australia's New Conciliation Act

Several appointments under the new Conciliation and Arbitration Act of Australia were recently announced. (For a résumé of the changes in the conciliation and arbitration machinery brought about by the new Act, which came into effect on August 14, see L.G., Aug., p. 957).

Hon. J. A. Spicer, QC—at the time of his appointment senator and Attorney-General—was named as Chief Judge of the new Commonwealth Industrial Court. Justices E. J. Dunphy and Sir Edward Morgan,

then judges of the Commonwealth Arbitration Court, were appointed judges of the Commonwealth Industrial Court.

Other appointments were: President of the Conciliation and Arbitration Commission, Mr. Justice Kirby; Deputy Presidents of the Commission, Justices Foster, Wright, and Ashburner; and Senior Commissioner, E. A. Chambers, one of the Conciliation Commissioners under the old Act. The remaining Conciliation Commissioners under the old Act will be Commissioners of the new Commission.

## Labour Legislation in Ontario, 1956

Status of merged union, arbitration of disputes involving policemen and firemen, and workmen's compensation dealt with at 1956 session

The Ontario Legislature, in session from January 31 to March 28, amended the Labour Relations Act to deal with the situation arising out of the merger of the labour congresses. A bargaining agent whose status as successor to a union existing before the merger is questioned may apply to the Labour Relations Board for a ruling as to whether or not the union has inherited the rights and duties of its predecessor.

The special legislation setting out collective bargaining and arbitration procedure for firemen and policemen was amended to place specific time limits on the different stages of the proceedings and, with respect to firemen, to provide for a right of appeal to the municipal council in case of dismissal.

The Workmen's Compensation Act was amended to increase the ceiling on earnings.

Amendments were also made to the mine safety section of the Mining Act and to the Mothers' Allowances Act.

### Labour Relations Act

The Labour Relations Act was amended to provide for a declaration of trade union status consequent upon the merger of the labour congresses. The new section provides for a formal application to be made to the Labour Relations Board by the trade union concerned for a ruling as to whether or not the union has inherited the rights and duties of its predecessor.

Specifically, the new section provides that if a trade union claims that it is the successor of a union which at the time of a merger, amalgamation or transfer of jurisdiction was the bargaining agent of a unit of employees, and any question arises regarding the union's right to act as the successor, the Board is empowered to decide in any proceeding before it, or on the application of any person concerned, whether or not the union has acquired the rights and duties of its predecessor, or the Board may dismiss the application. The Board has discretionary power to make inquiries, require the production of evidence or hold representation votes. Where the Board makes an affirmative decision,

the employer is required to recognize the union as bargaining agent and to abide by the existing collective agreement.

Forms for an application for a declaration as to successor status, for notice to the employees concerned of the filing of such an application and for the employer's reply were prescribed recently by regulation (L.G., June, p. 734).

A further amendment to the Act permits a bargaining committee to consist of one employee in cases where the bargaining unit is composed of not more than 15 employees. Under the previous wording more than one person was required to form a committee.

Finally, the section setting out rates of remuneration to conciliation boards was repealed and power was given to the Lieutenant-Governor in Council to fix such remuneration. Regulations (O. Reg. 55/56) were recently issued under the authority of this new section fixing remuneration at \$60 a day for the chairman of a board and \$20 a day for the other members.

The amendments were proclaimed in force on March 29, 1956.

### Fire Department Act

Amendments were made to the provisions of the Fire Departments Act that provide for collective bargaining and compulsory arbitration of disputes between full-time paid firefighters and the municipal authority.

Time limits were placed on the successive stages of the bargaining and arbitration procedure. Bargaining must begin within 120 days after receipt of a request to bargain; 30 days are allowed for the appointment by each party of its member of an arbitration board; arbitration proceedings must begin within 30 days after the board is constituted and the board has

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislature, regulations under these laws, and selected court decisions affecting labour.



60 days in which to hand down its decision. Any of the periods in connection with the arbitration proceedings may be extended by agreement between the parties or by the Attorney-General.

A new section provides that if a fireman receives notice of discharge, within seven days he may make a written request for a hearing; if he makes such a request, he must not be discharged without being given a hearing before the municipal council or a committee of the council.

## Police Act

Amendments were also made to the collective bargaining provisions of the Police Act setting the same time limits for bargaining and arbitration for policemen as are set out above for firemen.

Provision was also made for arbitration by a single arbitrator to be appointed by the parties for small police forces with fewer than five members. Formerly, in such a case where an agreement could not be reached the dispute was referred to the Attorney-General for inquiry and report but the report was not binding. Under the new provision, if the parties fail to appoint an arbitrator within 30 days after receipt of the notice, the Attorney-General may appoint the arbitrator on the request of either party. The arbitration procedure is the same as that governing arbitration boards for the larger forces, and the parties are to share equally the cost of the arbitration proceedings.

Every agreement must contain a provision for the final and binding settlement by arbitration of the differences which arise concerning the interpretation, application or administration of the agreement or of any decision or arbitration award or of differences arising from any alleged violation of a decision or award.

If the agreement does not contain such a clause, provision was made for arbitration by a single arbitrator. If the parties do not agree on a single arbitrator within 14 days, the Attorney-General may appoint one on the request of either party.

As regards collective agreements, the amendment stipulates that the agreements must be in writing and that in addition to other matters which may be covered (remuneration, pensions and working conditions) they may now provide for sick leave credit gratuities. Deputy chief constables are excluded from collective agreements in addition to chief constables, who were previously excluded.

## Workmen's Compensation

The maximum annual earnings on which workmen's compensation is computed were increased from \$4,000 to \$5,000. Since the percentage of earnings used in determining compensation remains unchanged at 75, the amendment will raise the maximum compensation payment from \$57.69 to \$72.11 per week. The \$5,000 maximum will become effective January 1, 1957, and will apply in respect of accidents happening on or after that date.

## Safety in Mines

New sections were added to the mine safety rules under Part VIII of the Mining Act respecting boundary operations and the erection of party walls between mines.

The amendments provide that, with the exception of operations at sand, gravel, clay pits and opencast rock quarries, mining operations may not be carried on within a distance from the property boundary of a mine equal to twice the thickness of the orebody at the boundary, and in any case operations are prohibited within 20 feet from the boundary. Exceptions are made for certain work of preliminary investigation and exploratory diamond drilling. Owners of adjoining mines may, by written and signed agreement, carry on mining operations within the specified distances provided that a certified copy of the agreement is sent to the Minister of Mines and acknowledged by him.

Provision is made for the appointment of a committee of three disinterested persons, on the application of either owner, where the owners of adjoining properties are unable to agree to carry on operations within the specified distances. After hearing representations, the committee is to report in writing to the Minister, who will then issue an order establishing the conditions to be observed in operations at the boundary and fix the costs of the committee, which are to be paid by the mine owners.

A similar committee may also be set up to make inquiries and report to the Minister where a mine owner believes that a trespass has been committed with respect to the party wall. If it is found that a breach was made in a party wall by the owner of an adjoining mine without permission, the Minister may issue an order directing the mine owner who has committed the offence to close the breach permanently or to carry out other necessary measures to prevent water flowing into the adjoining mine. Where work has been discontinued in an adjoining mine, or in any

case where the Minister deems it expedient, he may authorize the owner complaining of the breach to enter the adjoining mine to erect bulkheads and carry out necessary measures to protect his own mine from damage and his employees from danger from accumulations of water.

### Mothers' Allowances Act

Amendments to the Mothers' Allowances Act permit the payment of an allowance in certain special circumstances where allowances were not previously authorized.

An allowance is now payable to a mother, who otherwise qualifies under the Act, whose child was born out of wedlock and who has cared for and maintained the child for at least two years following the birth of the child.

The Act provides for payment of an allowance to a mother whose husband is permanently unemployable by reason of mental or physical disability. By the amendment, an allowance may also be paid to a permanently unemployable father where the mother is dead or absent from the home for a period of at least six months, provided his child or children would not be otherwise cared for properly and that he fulfils the residence requirements set out in the Act for a mother.

Finally, an allowance is now payable in the case of a mother whose husband has deserted her or the child and who has not been heard from for at least six months, instead of one year, as before.

### Bills Not Passed

A private member introduced a Bill to amend the section of the Labour Relations Act dealing with the taking of a representation vote. The Act provides that where a representation vote is taken, the Labour Relations Board will certify the union as bargaining agent if it obtains more than 50 per cent of the ballots of all those eligible to vote. The proposed amendment would require a union to be certified if it obtained more than 50 per cent of the votes of those eligible to vote *and actually voting*.

A second private member's Bill sought to amend the Equal Pay Act to require an employer to pay women at the same rate as men when they are employed to do work of *comparable character, the performance of which requires comparable skills*. As worded at present, the Act requires an equal rate of pay for men and women when they do *the same work*. The Bill would also have provided that a difference in the rate of pay based on a seniority or merited increase system that does not discriminate on the basis of sex does not constitute a breach of the Act. The present provision states that a difference in rate of pay based on any factor other than sex is not a violation of the Act.

The motion for second reading of both these bills was declared lost.

---

## Labour Legislation in Newfoundland, 1956

Substantial amendments to Workmen's Compensation Act significantly increase allowances payable to widow and children of deceased workmen

The Newfoundland Legislature, in session from March 14 to May 10, made substantial amendments to the Workmen's Compensation Act.

Significant increases were made in the allowance payable under the Act to the widow and children of a deceased workman. The monthly allowance to a widow was increased from \$50 to \$60; to a child with one parent from \$12 to \$20 and to an orphan child from \$20 to \$30. These increases apply to all payments accruing to widows and children after April 1, 1956, regardless of the date of the accident.

The percentage rate of earnings used in computing compensation in disability cases

was raised from 66½ to 75. The maximum amount of earnings which may be taken into account remains at \$3,000.

A section enacted in 1954 authorizing the Workmen's Compensation Board to make regulations, subject to the approval of the Lieutenant-Governor in Council, with respect to the establishment of a pension fund for the members, officers and employees of the Board was replaced. The new section contains more detailed provisions concerning the plan which may be established. No pension plan had been set up under the 1954 provision.

## Labour Legislation in Prince Edward Island, 1956

At the 1956 session of the Prince Edward Island Legislature, which lasted from February 22 until March 29, a resolution was passed urging the appointment of a committee to study minimum wage legislation with a view to passing a Minimum Wage Act in the province. No labour legislation was passed at this session.

In order to carry out a resolution of the Legislature, the Government of Prince Edward Island appointed a committee to study minimum wage legislation and

report to the Minister of Labour. The wording of the resolution was as follows:

Whereas this House has been urged to enact legislation providing for a Minimum Wage Act, and whereas valid arguments in favour of such legislation have already been advanced, and

Whereas industrial development in this province, increasing yearly, demands that such legislation be enacted, same being an integral part of all labour legislation throughout Canada;

Be it therefore resolved that a committee be appointed to study legislation and report to the Minister of Labour.

---

## Legal Decisions Affecting Labour

Exchequer Court dismisses Newfoundland carpenter's wage claim; Ontario Supreme Court upholds labour board's determination of status of union

A federal "prevailing rate" employee, a carpenter formerly employed by the Newfoundland Government, who brought a claim for wages in the Exchequer Court was not able to establish that the wages paid him for work at Gander Airport were less than those required to be paid him under the Terms of Union.

The Supreme Court of Ontario held that the Ontario Labour Relations Board was acting within its authority in giving consideration to an application for certification from a local union that had been placed in trusteeship by the parent body.

### Exchequer Court of Canada ...

... dismisses the wage claim of a prevailing rate employee of Transport Department at Gander, Nfld.

The Exchequer Court of Canada, in a judgment given July 31, 1956, dismissed the petition of right of an employee of the Department of Transport at Gander Airport, Newfoundland, who claimed that the wages he had received were not in accordance with the Terms of Union.

The suppliant was a carpenter who sought \$3,468.10 which he claimed was the difference between the wages paid him and the wages that should have been paid to him between April 1, 1949, and June 30, 1952. He base his claim on the provision of the Terms of Union of Newfoundland with Canada that reads as follows:

39. (1) Employees of the Government of Newfoundland in the services taken over by

Canada pursuant to these Terms will be offered employment in these services or in similar Canadian services under the terms and conditions from time to time governing employment in those services, but without reduction in salary or loss of pension rights acquired by reason of service in Newfoundland.

Before April 1, 1949, he was employed as a carpenter at Gander Airport. By the terms of union, civil aviation, including Gander Airport, was taken over by Canada by the Department of Transport. He was offered employment as a carpenter and had been continuously employed as such.

His complaint was that the terms and conditions of his employment had not been in accordance with the terms and conditions governing the employment of carpenters at other airports under the jurisdiction of the Department of Transport in that his rate of wages had been less and he had not been paid for overtime on the same basis as that for carpenters at the other airports.

Mr. Justice Thorson summarized the facts relating to the carpenter's wages and hours and the wages and hours of carpenters at the other airports. Prior to April 1, 1949, he was paid at the rate of 82 cents per hour. From April 1, 1949, he was paid at the rate of 86½ cents per hour and continued to be paid at that rate until August 23, 1950. After that, pursuant to Treasury Board minutes, his wages were raised to \$1.16 on August 23, 1950, and to



\$130 per hour on June 30, 1951. He continued to be paid at the latter rate until June 30, 1952.

Prior to April 1, 1949, he worked 10 hours per day, 60 hours per week, and was paid at the rate of time and one-half for time in excess of 60 hours per week. After April 1, 1949, his hours of work remained the same until August 31, 1950, without any provision for extra pay for overtime. Then, as from September 1, 1950, pursuant to a Treasury Board minute, his hours of work were reduced to eight hours per day with a standard work week of 44 hours, but he was permitted to work up to 48 hours per week with time and one-half for any time in excess of 48 hours per week. This continued to be the situation up to June 30, 1952.

The rates of wages for carpenters at other airports under the jurisdiction of the Department of Transport varied. At April 1, 1949, the rates were \$1.25 per hour at Winnipeg, \$1.50 at Malton, \$1.20 at Dorval, 90 cents at Mont Joli and Seven Islands, and \$1.15 at Gore Bay. These were changed at intervals, and on June 30, 1952, were from \$1.65 to \$1.80 per hour at Winnipeg, \$1.75 to \$2.10 at Malton, \$1.55 at Dorval, \$1.05 at Mont Joli and Seven Islands, and \$1.25 at Gore Bay.

There was less variation in the hours of work. Between April 1, 1949, and September 30, 1949, carpenters at Winnipeg and Malton worked eight hours per day, 44 hours per week, whereas those at Dorval, Mont Joli, Seven Islands and Gore Bay worked 48 hours per week and there were no special rates for overtime. Then from October 1, 1949, to June 30, 1952, the normal working hours were eight per day and the standard work week was established at 44 hours per week but carpenters at Dorval, Mont Joli and Seven Islands were permitted to work 48 hours per week. Overtime rates were paid for time in excess of 48 hours per week.

From these facts it appeared, Mr. Justice Thorson said, that from April 1, 1949, up to August 23, 1950, a period of almost 17 months, the suppliant's rate of wages was lower than that at any of the airports mentioned and that after the latter date it was lower than the rates paid at Winnipeg, Malton and Dorval but higher than those paid at Mont Joli, Seven Islands and Gore Bay. From October 1, 1949, to September 1, 1950, a period of 11 months, the suppliant was still on a 60-hour week without any provision for extra pay for overtime, whereas at the other airports carpenters had a standard work week of 44 hours with overtime pay for any time in excess of 48 hours.

His Lordship then reviewed the statutory enactments and Orders in Council and Treasury Board minutes which established the terms and conditions under which the carpenter was employed and determined that he had been employed under the terms and conditions fixed by law for Gander Airport.

He then considered whether there was any support in law for the carpenter's claim. It was contended on his behalf that he was entitled by reason of the obligation imposed by the Terms of Union to the terms and conditions from time to time governing the employment of carpenters at the other Canadian airports, and there being no uniformity in the terms and conditions, he selected those prevailing at Dorval Airport for the reason that it was more nearly comparable with Gander because of the large number of prevailing rate employees and also because both Dorval and Gander were international in character. Counsel for the Attorney General of Newfoundland, who was granted leave to intervene in the action, gave general support to these arguments.

Mr. Justice Thorson held that there was no warrant in the article of the Terms of Union quoted above for the assumption that when the carpenter was offered employment at Gander Airport he became entitled to employment there under the terms and conditions from time to time governing the employment of carpenters at Dorval or any other Canadian airport. It is implicit in the idea of remuneration according to prevailing rates that a prevailing rate employee in one locality may not be paid at the same rate as a prevailing rate employee in another locality. The claim in his view was based on an erroneous construction of the provision relied on.

If Article 39(1) is looked at from the point of view of an individual in one of the services taken over its meaning is clear, namely, that an employee of the Government of Newfoundland in a service taken over by Canada pursuant to the Terms of Union will be offered employment *either* in the service taken over *or* in a similar Canadian service, his employment to be under the terms and conditions from time to time governing employment in the service in which he was offered employment. Thus, if he is offered employment in the service in which he was previously employed it will be under the terms and conditions from time to time governing employment in that service. On the other hand, if he is offered employment in a Canadian service similar to the one taken over it will be under the terms and conditions from time to time governing employment in such similar Canadian service. There is, of course, the saving provision in each case that he is not to suffer a reduction in salary.

There was thus no basis in law for the contention that there had been discrimination against carpenters employed at Gander airport. If there was any complaint by reason of the fact that for 17 months their rate of pay was lower than that of carpenters at other Canadian airports and that a standard work week of 44 hours was not established for them until 11 months after such a week had been established for carpenters at other airports, as to which he did not express any opinion, there was no ground for complaint in point of law.

Accordingly, the judgment of the Court was that the suppliant was not entitled to any of the relief sought and that the respondent was entitled to costs. *Samson v. The Queen*, Exchequer Court of Canada, July 31, 1956.

### Supreme Court of Ontario . . .

. . . rules Labour Relations Board within its rights in considering application of union in trusteeship

On June 19, 1956, the Supreme Court of Ontario dismissed a motion by a company for a writ of *mandamus* directing the Ontario Labour Relations Board to dismiss an application for certification made by a union in trusteeship and for an order prohibiting the Board from proceeding with a representation vote. It said that the Board had statutory jurisdiction to entertain the application and to decide that the applicant was a trade union within the meaning of the Labour Relations Act.

The decision was given by Chief Justice McRuer, who first set out the facts of the case.

Proceedings began on November 18, 1955, when a local union, Teamsters Local Union No. 230, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL), applied to the Board to be certified as bargaining agent for certain employees of the S. McCord & Company, Limited. Local 230 had been granted a charter by the International Brotherhood in June 1952 and in October 1954 was put into receivership by the International with James R. Hoffa, a Vice-president of the parent union, as trustee. The trusteeship was still in effect when the secretary-treasurer of the local union submitted the application for certification.

In a reply dated November 29, 1955, the employer opposed the application, claiming that Local 230 was not a valid and subsisting union within the meaning of the Trade Union Act and was not entitled to make the application. The union was in

receivership and its powers and rights had been assumed or taken over by the International. The company also argued that the application should not be considered because on October 12, 1955, the General Truck Drivers' Local Union 938, another local of the International Brotherhood, and since 1945 the certified bargaining agent of the employees in the unit, had served notice that it wished to amend its agreement and that bargaining had commenced.

Local 938, on its part, filed a notice of intervention on November 24, claiming that Local 230 did not hold a majority. It asked the Board to take a referendum vote.

Representations on behalf of the parties involved were heard on December 7, 1955, at which time the Board, upon the request of the company, asked counsel for Local 230 to substantiate his statements by oral or documentary evidence. Material was filed but not until after the Board had rendered its decision. This was given on January 23, 1956, the Board holding that Teamsters Local Union No. 230 was a trade union within the meaning of the Labour Relations Act. It said that it was satisfied that at least 45 per cent of the employees in the bargaining unit were members of Local 230 and ordered a representation vote.

On February 3, 1956, the company requested a new hearing and asked the Board to revoke its decision of January 23, on the ground that the employer had not been given a chance to reply to statements made at the earlier hearing and that the application for certification had not been made by Mr. Hoffa, the trustee, who, it was claimed, alone had the power to do business for Local 230. It also requested the Board to permit it to adduce further evidence and advance further argument.

The constitution of the International Brotherhood, the charter of Local 230 and other documents respecting the status of the union were filed on February 22, 1956, and while the Board did not direct a new hearing, it permitted the company to make representations in writing. The company did not ask for the privilege of calling witnesses.

The Board reaffirmed its earlier decision on March 29, 1956, stating that while it was of the opinion that the prolongation of the period of time during which the affairs of a local union were administered by a trustee might not be a desirable state of affairs, it had concluded that a local trade union that had been placed under trusteeship was a trade union for the purposes of the Labour Relations Act.

The company thereupon applied to the Court for an order quashing the decision of the Board and was supported in this by counsel for Local No. 938.

Mr. Justice McRuer did not agree with the contention that the Board had no jurisdiction to consider the application because Local 938 had served notice of its desire to bargain to amend the agreement. In his opinion, any union could apply for certification within the prescribed time limit.

Nor did he think that the Board had done anything to deprive itself of jurisdiction. It had held an open inquiry and Section 68 of the Act gave it exclusive jurisdiction to decide whether or not a trade union was a trade union within the meaning of the Act and to reconsider, amend or revoke any of its decisions or orders. It was not for him to say whether he agreed with its decisions or not.

So far as Local 938 was concerned, he would have dismissed the application. It was not represented by counsel at the hearing and had not contested the status of Local 230, merely asking for a representation vote, a request which had been granted by the Board.

Remarking that the employer, however, was not bound by the actions of Local 938, the Judge then considered whether the company had been given the opportunity of examining documents, of calling witnesses and adducing additional evidence. He said that the company had been notified that documents relating to the status of Local 230 were on file in the Board's offices, that they could be examined at any time and that written representations concerning them would be considered by the Board when the application came up for review. The representations made by the company dealt with the relationship of the trustee and the secretary-treasurer but contained nothing that suggested that these persons could give any evidence that would affect the matter.

He said that the Board could accept any oral or written evidence it considered proper, whether admissible in a court of law or not. In granting the employer the right to make representations in writing the Board was acting within its jurisdiction.

Counsel for the employer and for Local 938 had argued that the Board's decision respecting the status of Local 230 was based upon evidence given in another case and that their clients had been deprived of their statutory right to present evidence and make submissions. The Judge thought that the record showed that, notwithstanding the fact that the Board may have had in mind at the first hearing evidence given on a previous occasion regarding the status of Local 230, the whole question of status had been thoroughly dealt with in subsequent submissions and that at the hearing on December 7 an accurate statement of the facts of trusteeship had been made.

He emphasized that the Legislature had given the Board very wide jurisdiction both as to authority and as to practice and procedure. He said that it was not the function of the Court to review the decisions of the Board as long as it acted within its jurisdiction nor was it the function of the Court to seize on a minutiae of technicality as a ground for quashing a decision it did not agree with. If the Board had jurisdiction to enter upon an inquiry the record must show some error of real substance before the Board lost its right to make the final order.

In this case he was confident that the Board had statutory jurisdiction to entertain the application for certification and that the applicants had been given their full statutory rights. He therefore dismissed the application with costs. *Teamsters Local Union No. 230, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, A.F. of L. and S. McCord & Co. Limited and General Truck Drivers' Union, Local 938*, Supreme Court of Ontario, June 19, 1956.

---

### France's New Holidays with Pay Act Now in Force

A new Holidays with Pay Act that gives every worker in France a minimum of three weeks' annual vacation is now in force. Under the Act, a worker who can show that he has been employed by one employer for a period equivalent to at least one month of actual work during a given

year is entitled to 1½ working days of leave per month worked. Apprentices and workers under 18 years get two days per month worked. For older workers, the yearly entitlement is increased by two days after 20 years' service, by four after 25 years' and by six days after 30 years'.



# Recent Regulations, Federal and Provincial

Alberta raises male, female minimum wages; Quebec extends to additional mines medical certificate requirement for employment in dust-exposure occupations; Saskatchewan issues new conciliation board regulations

In Alberta, revised general minimum wage orders increased the minimum weekly wages in cities over 5,000 population to \$30 for men and \$28 for women, and in the rest of the province to \$26 for men and \$24 for women. A special order for the pipeline construction industry set normal hours of eight and 48 except where other hours are approved by collective agreement, and authorized special arrangements with respect to weekly rest. Apprenticeship regulations for the recently designated machinist trade provide for the issuance of certificates of qualification to persons with at least four years of qualifying experience in the trade.

Regulations issued under the Quebec Mining Act require persons seeking employment in dust-exposure occupations in gold, copper and asbestos mines to have medical certificates. Previously, medical certificates were required only in mines in the five western countries.

The regulations under the Trade Union Act in Saskatchewan under which the parties to a dispute may apply for the appointment of a conciliation board have been re-issued with some changes.

## FEDERAL

### Canada Shipping Act

#### *Large Fishing Vessel Inspection Regulations*

The regulations covering large fishing vessels authorized by P.C. 1956-1077 of July 12, 1956 (L.G., Sept., p. 1159) have been amended by the addition of a new subsection specifying the equipment that must be stowed in each approved inflatable life-raft required by the regulations. Ten items are listed, including three one-pound rust-proof containers of fresh water for each person the life-raft is designed to carry.

## PROVINCIAL

### Alberta Apprenticeship Act

Regulations respecting the machinist trade approved by O.C. 1109/56 and gazetted on August 31 were issued by the Alberta Apprenticeship Board, following consultations with employers and employees. The machinist trade was designated a trade under the Alberta Apprenticeship Act by

a regulation authorized by O.C. 748/56 and gazetted on June 15 (L.G., Aug., p. 1038) and these are the first trade regulations to be issued.

As is the practice in Alberta when a new trade is designated, provision is made for issuing certificates of qualification to persons already engaged in the trade. A person with at least four years of qualifying experience in the machinist trade prior to the date of publication of these regulations who submits proof of efficiency will be granted a certificate of qualification provided he applies within 180 days from the time the regulations were gazetted (in this case August 31). A candidate who applies after the expiration of the 180-day period will be required to take an examination to establish his proficiency. If he fails he will be given an appropriate standing as an apprentice. He may then register as an apprentice and complete his training according to the Act and these regulations.

The holder of a certificate of qualification may be asked by the Board to appear for re-examination at any time and if he fails to pass his certificate may be cancelled. A certificate may also be cancelled if the Department of Industries and Labour discovers that it has been obtained by means of a fraudulent testimonial, signature or declaration.

The rules respecting apprentice machinists follow the same pattern as apprenticeship regulations issued previously for the other designated trades. Apprentices must be at least 16 years of age and preference will be given to applicants who have successfully completed the mathematics of Grade 10 or its equivalent. The desirable educational standard is thus higher than in any of the designated trades except the electrical trade, where apprentices are required to have Grade 10 education with algebra I or its equivalent. In six trades a grade 8 or grade 9 education is required; in three trades, the plumbing, radio technician and refrigeration mechanics trades, no specific academic qualifications have so far been set.

The term of apprenticeship is four years, including the three-month probationary period, the same as in the bricklaying, masonry, carpentry, motor vehicle repair, plastering, plumbing and sheet metal trades.

The Board, however, on the recommendation of the Local Advisory Committee, may reduce the term of apprenticeship in the case of an apprentice who has had experience in the trade or who has attended an approved technical or vocational school and has specialized in courses applicable to the trade.

The ratio of apprentices to journeymen is one to two except that an employer engaged in the trade who employs one journeyman or who is himself a journeyman may employ one apprentice. As usual, an apprentice transferred temporarily by arrangement with the Director of Apprenticeship for the purpose of learning a branch of the trade not carried out by the employer to whom he is apprenticed will not be counted.

Apprentice machinists are required to attend the educational classes prescribed by the Board and the Department of Education. The classes will include instruction as shown in the syllabus for training approved by the Board. The employer is also required to give the apprentice sufficient instruction and practical training in all branches of the trade, including the selection and preparation of materials, to enable him to develop into a practical and skilled journeyman.

The regulations specify that before being granted an annual certificate of progress or a final certificate of qualification as a journeyman, every apprentice must pass the trade tests and the trade examinations prescribed by the Board and must also have a satisfactory report from his employer and the trade school. In the event that an employer fails to submit a report the apprentice will be deemed to have made satisfactory progress.

The rules respecting hours and wages are similar to those in the other trade regulations in that hours of apprentices are to be the same as for journeymen and the minimum wage rates provided for are specified percentages of the prevailing wages of a journeyman. Wage increases are contingent upon successful completion of the year's technical training, as is now the practice in the carpenter and sheet metal trades (L.G., Sept., p. 1160). For time served prior to first-year technical training an apprentice machinist is to receive at least 55 per cent of the prevailing wages of a journeyman. The rate is to be increased to 65 per cent if he passes his first year of technical training with a further increase to 75 per cent after a second successful year. On passing his third year he is to receive at least 85 per cent of a journeyman's wage until he completes his contract of apprenticeship.

The regulations also provide that if the term of apprenticeship is reduced, the wage rates are to be altered accordingly.

### Alberta Labour Act

In Alberta, the four general minimum wage orders and one special order, the one for the pipeline construction industry, have been replaced, following the holding of inquiries by the Board of Industrial Relations. The new orders were approved by the Lieutenant Governor on August 28 by O.C. 1144/56 and were gazetted September 15.

The new general orders set higher minimum rates for male and female employees in both urban and rural areas and lowered from 21 to 19 years the age of male workers eligible for the adult rates because, as an officer of the Board said in a press interview, "a man 19 years old can do the same work as an older man". The special order for the pipeline construction industry revised provisions respecting hours, weekly rest and overtime.

The four revised general orders took effect October 15 with the result that for most adult male employees, the minimum wage is now \$26 a week in small centres and \$30 in centres with a population of more than 5,000. Experienced female employees are to receive a minimum of \$24 a week in the small centres and \$28 a week in the cities. For boys under 19 years and for inexperienced female workers lower rates are set. Hourly rates, applicable to employees who normally work less than 40 hours a week, were increased accordingly.

#### *Minimum Rates for Male Workers*

The revised male minimum wage orders, Order No. 1 (1956) and Order No. 17 (1956), have a wider geographical coverage than the orders which they replace. Order No. 1 applies to male workers in centres with a population of less than 5,000 and Order No. 17 governs male employees in towns and cities with a population of over 5,000. Previously, Order No. 17 covered employees in the cities of Calgary, Edmonton, Lethbridge and Medicine Hat, and Order No. 1 applied in the rest of the province. Census information now being processed will probably show populations over 5,000 in Red Deer, Jasper Place, Camrose, Bowness and Grande Prairie as well as in the four cities previously mentioned.

The exemptions, however, are unchanged. The orders continue to apply to all male workers within the scope of the Alberta

Labour Act except the following: persons covered by another order of the Board; employees subject to an industrial standards schedule; apprentices; workers hired for casual, seasonal or temporary work in any industry by another than the employer engaged in such industry; and persons engaged by a contract approved by the Board and paid on a commission basis or paid a stated salary by the week, month or year.

The orders continue to distinguish between employees whose work week is 40 hours or longer and those who normally work less than 40 hours in a week by providing for minimum weekly rates for the former and minimum hourly rates for the latter.

Male Minimum Wage Order No. 1, the order for the rural areas, provides that male employees 19 years of age or over, including persons paid on a commission or piece-work basis, are to receive at least \$26 a week, an increase of \$1 over the previous adult rate, which was payable at age 21. Employees under 17 years are to be paid a minimum of \$16, those between 17 and 18 must receive at least \$18 and employees 18 to 19 at least \$22. Formerly, the rates for employees in these age groups were \$13.50, \$16 and \$18.50, respectively.

For employees who normally work less than 40 hours a week the new adult male rate, obtained by dividing the weekly minimum rate by 40, is 65 cents an hour and is payable at 19 instead of at 21 years. A 10-cent increase was also approved for employees under 17 and for those between 17 and 18, bringing the rates for these age groups up to 40 and 45 cents an hour. The minimum wage for employees 18 to 19 years was increased from 40 to 55 cents an hour.

Order No. 17 (1956), which applies in cities and towns with a population of more than 5,000, provides for a minimum wage of \$30 a week for males 19 years and over. This represents an increase of \$4 over the rate established for adult males under Order No. 17 (1952). The new order also increased the rates for male employees in the lower age groups, establishing a minimum wage of \$20 for employees under 17, \$22 for those 17 to 18 and \$26 for employees 18 to 19. Previously the rates for these groups were \$14.50, \$17 and \$19.50.

The new hourly rate for male employees 19 years or over is 75 cents, with corresponding increases for boys under 19.

The provision which requires a worker who is continuously employed for less than four hours a day to receive at least four hours' pay at the minimum rate for his

classification is the same as under the previous orders except that now a meal period of one hour or less may not be counted as part of the four consecutive hour period.

#### *Minimum Rates for Female Workers*

The geographical coverage of the two orders for female employees has been altered in the same way as the orders for men described above, Female Minimum Wage Order No. 2 applying to the smaller centres and No. 19 to employees in centres with a population of more than 5,000.

Some changes were also made with respect to exemptions. Female employees in hospitals and nursing homes, who were previously excluded are now covered. The revised orders do not apply, however, to female apprentices whose contracts have been approved by the Board or to workers hired for casual, seasonal or temporary work in any industry by another than an employer engaged in such industry. The following classes continue to be exempted: persons covered by a special order of the Board, employees working under an industrial standards schedule and workers engaged by contract approved by the Board at a stated weekly, monthly or yearly salary.

The revised female minimum wage orders continue the distinction between an "experienced" and an "inexperienced" worker, defining the former as a person with three months' experience in the class of employment in which she is employed and the latter as an employee who has had no previous experience in the occupation for which she is engaged. They also continue to impose a ceiling on the number of inexperienced workers who may be engaged, limiting them to 25 per cent of the total number of female employees. However, in establishments where the total number of female employees is less than four, one inexperienced employee may be hired.

Like the male orders described above, the female wage orders set weekly rates for employees whose standard work week is 40 hours or longer and hourly rates for employees whose weekly working hours are less than 40. Employees who normally work four hours or less are to receive a minimum of four hours' pay at the hourly rate, and no deduction is to be made for a meal period of one hour or less.

Female Minimum Wage Order No. 2 (1956) provides that the minimum weekly wage payable in smaller centres to experienced female employees, including persons



paid on piece-work or commission basis, is \$24. The represents an increase of \$4 over the previous rate. For inexperienced female employees the new minimum weekly rates are \$18 for the first month, \$20 for the second and \$22 for the third month, after which the \$24 rate applies.

Where working hours are less than 40, the minimum wage payable to female employees under this Order is now 60 cents an hour, an increase of 10 cents over the previous rate.

Under Female Minimum Wage Order No. 19 (1956), the minimum weekly wage for female employees in the urban centres was increased from \$24 to \$28. For inexperienced employees, the rates are now \$22 during the first month of employment, \$24 for the second month and \$26 for the third month. After three months' experience employees are to be paid at least \$28 a week.

The Order also provides that where weekly hours are less than 40 the minimum rate is 70 cents an hour, instead of 60 cents as formerly.

#### *Overtime and Public Holidays*

Among the provisions common to the four general orders is one which requires overtime to be paid for at the rate of one and one-half times the regular wage. Another stipulates that an employer may not reduce the wages of an employee who normally works 40 hours or more a week below the prescribed minimum wage by making a deduction for time not worked on a statutory holiday when the employer's establishment is not open for business on that day. The earlier orders prohibited deductions for statutory holidays when the employer's place of business was closed but they did not limit the application of the rule to employees whose work week was 40 hours or more.

#### *Piece Work*

The new orders all provide that the wages of piece workers and employees paid in whole or in part on a commission basis are to be adjusted so that no person will receive less than the prescribed minimum wage provided that the period of adjustment is not more than one month. Previously, this rule applied only to female employees engaged in piece work.

#### *Deductions*

As previously, there are provisions respecting deductions for board and lodging. The maximum deductions now permitted are as follows: \$4.50 for 21 meals, \$4 for 18 meals, 25 cents for a single meal,

\$1.50 for a week's lodging and 25 cents a day where lodging is furnished for less than a week. These rates have been in effect in the four cities since 1952 but represent a slight increase in deductions for meals for women workers in rural areas where the maximum deductions formerly permitted were: \$3 for 21 meals, \$2.50 for 18, and 15 cents for single meals.

The orders stipulate that no charges may be made for meals not consumed.

The two female minimum wage orders have, in addition, provisions respecting deductions for uniforms and breakages. These provide that no employer may reduce the wages of a female employee below the prescribed minimum wage by making a deduction for furnishing, repairing or laundering a uniform or a special article of wearing apparel required by the employer or for accidental breakages by an employee of any article belonging to the employer.

#### *Pipeline Construction Industry*

Hours of Work and Minimum Wage Order No. 18 (1956), which took effect September 15, has a wider coverage than Order No. 18 (1952), the order which it replaces. The latter covered only employees engaged in the construction of the Trans Mountain line (L.G., 1952, p. 1102) whereas the new order applies to all persons within the scope of the Alberta Labour Act who are employed in the construction or reconditioning of pipelines transporting natural gas, oil or other petroleum products, except pipelines which form an integral part of engineering or building construction, pumping stations, tank farms or facilities connected with them or distribution systems within the corporate boundaries of any city, town or village.

Under the new order, the normal hours of work for employees in the pipeline construction industry are eight in the day and 48 in the week or 40 in the week and a maximum in excess of eight in the day if established by collective agreement. As an alternative to a weekly rest-day, employees may now have four consecutive days of rest in a 28-day period. Previously, employers were permitted to allow their employees a total of eight days of rest over an eight-week period in lieu of a weekly day of rest.

Pipeline workers are exempt from the overtime provisions of the two male minimum wage orders described above but must be paid one and one-half the regular rate for all hours worked in excess of nine in the day or 48 in the week, whichever is greater, or for time worked in excess of the daily or weekly limits established by

a collective agreement. An employee who is required to work on his day of rest must also be paid the overtime rate.

#### *Orders Rescinded*

O.C. 1144-56 also provides that the following orders are rescinded: Male Minimum Wage Order No. 1 (1947), approved by O.C. 405-47; Male Minimum Wage Order No. 17 (1952), approved by O.C. 231-52; Female Minimum Wage Order No. 2 (1949), approved by O.C. 1001-49; Female Minimum Wage Order No. 19 (1952), approved by O.C. 231-52; Hours of Work and Minimum Wage Order No. 18 (1952), approved by O.C. 755-52.

#### **Quebec Mining Act**

New regulations under the Quebec Mining Act authorized by O.C. 887 and effective September 8 require employees who work more than 50 hours a month in dust-exposure occupations in mines to hold medical certificates. Since 1950, medical examinations have been compulsory for persons employed in gold, copper and asbestos mines in the counties of Pontiac, Temiskaming, Rouyn-Noranda, Abitibi East and Abitibi West (L.G., 1950, p. 1071). The preamble to the new regulations states that these examinations have been found to contribute greatly to the improvement of the general health of workmen in mines in these areas. Consequently, in view of the rapid progress in mining development work in other parts of the province, the government has decided to extend the benefits of medical examinations to all areas where mining, reduction of ores and smelting and preparation of these metals or minerals are carried on.

A person seeking employment in a dust-exposure occupation, which includes all underground work in mines and all surface work in rock or ore crushing processes, must hold a certificate issued within the last 12 months by a physician in charge of a clinic organized in accordance with the provisions of the Workmen's Compensation Act stating that he has undergone the prescribed examination, has been found free from disease of the respiratory organs and is fit for employment in a dust-exposure occupation.

The employee must be re-examined before the end of the 12-month period following the date of issue of his certificate and annually thereafter and if he is again found free from tuberculosis of the lungs the doctor must endorse the medical certificate to that effect, indicating the date of re-examination.

Employers are required to keep a record of medical certificates which may be examined at any time by the inspector of mines. Certificates must be delivered to the employer on request but will be returned on termination of employment.

The medical certificate forms will be supplied to doctors by the Department of Mines and a detailed description of the forms is set out in the regulations.

Nothing in these regulations prevents an employer from requiring an applicant for employment to satisfy other medical and physical standards.

#### **Saskatchewan Trade Union Act**

New Conciliation Board Regulations, replacing those made April 24, 1945, were issued by the Saskatchewan Minister of Labour on September 13, 1956.

Under the Trade Union Act the Minister is given authority to establish a board of conciliation to investigate, conciliate and report upon any dispute between an employer and a trade union or, if there is no bargaining agent, any of his employees, affecting any terms or conditions of employment or relating to the relations between the employer and all or any of his employees, or to the interpretation of an agreement. The details concerning the constitution and establishment of boards are not set out in the Act, but the Minister is given authority to make regulations for the appointment of boards, board sittings and remuneration, and the submission and publication of the report. It is these regulations that have now been re-issued.

Where a dispute as defined above exists and the parties are unable to adjust it, either or both parties may apply to the Minister for the establishment of a conciliation board. A new form of application is prescribed, but the Minister will consider any application that contains the required information; that is, the identification of the parties, a brief but clear statement of the matter in dispute, and the approximate number of employees in the bargaining unit (or, if there is no union involved, in the establishment) in which the dispute arose. The applicants may, if they wish, in the same form present the nominee of each party for the board, and a joint nomination for chairman. If both parties wish to be bound by the report of the board, they may so state in the form provided.

The procedure which the Minister will follow on receipt of the application is clearly defined in the new regulations. Within three days he will either notify the

parties that he has decided not to establish a board, ask the parties for further material for the purpose of clarification, or proceed to appoint the board. Where further material is requested, the Minister, if he decides to appoint a board, will proceed to do so within three days of receipt of the clarifying information. If nominations have been submitted with the application he will forthwith appoint the board; otherwise he will require each party to submit a nomination within seven days of receipt of the notice. If a party fails to do so, the Minister may, in his discretion, select a person to act as a member of the board, and such person shall be deemed to be the party's nominee.

If the parties have not jointly nominated a chairman, the Minister will request the persons nominated as members to name one, within seven days, and if they fail to do so, he will, in his discretion, select a chairman and set up the board. A copy of the instrument appointing the board, a copy of the application and any clarifying material presented, and a copy of the regulations constitute the terms of reference of the board and are transmitted to each member by the Minister.

The board is to meet not later than seven days after it has been established. Its duties are, as under the previous regulations, to "expeditiously and carefully inquire into the dispute and all matters affecting the merits and the right of settlement thereof", and "in the course of a hearing a board may make all such suggestions and do all such things as it deems right and proper for encouraging the parties to come to a fair and amicable settlement of the dispute, and shall hear such representations as may be made on behalf of the parties to the dispute and shall diligently seek to mediate between the parties to the dispute."

The report of the board, which shall consist of what the majority of the board agrees ought to be or ought not to be done by the parties concerned respecting

any or all of the items of the dispute, is to be filed with the Minister within 14 days after the dispute has been referred to it. The report is to be signed by the members who concur, and reasons may be given by any member for the conclusions reached. A dissenting member may give reasons for his dissent. If a majority fail to agree on any item, each member is required to give his views respecting it.

After the board has made its report the Minister may, within three days of receipt of the report, direct the board to reconsider and amplify or clarify any part of it. Any such supplementary report is to be filed with the Minister within seven days of his directive.

The board's report is to be sent by the Minister forthwith to the parties, who may accept or reject it. It is to be made available for publication and copies provided without charge to any person requesting them.

Wherever in the regulations a specified time limit is set, the Minister may, on request, extend the time.

The remuneration to the chairman will be \$25 and for each member, \$20, for each day he is present when the board sits. Previously the allowance for the chairman as well as for board members was \$15. These allowances are in addition to necessary living and travelling expenses.

The prohibition of work stoppages in the period between the application for appointment of a board until three days after the Minister sends copies of the board's report to the parties which appeared in the earlier regulations does not appear in the new ones. However, the Act provides that it is an unfair labour practice for an employee or any person acting on behalf of a labour organization to go on strike or to persuade an employee to take part in a strike or for an employer to declare a lockout or to make or threaten any change in wages or other working conditions while any matter is pending before a conciliation board.

---

## Ontario Retail Workers Soon to be Covered by Compensation

The Ontario Workmen's Compensation Board is broadening its facilities to cover about 240,000 men and women employed in retail trade. Board Chairman E. E. Sparrow said the premiums for coverage would be based on the risks involved in the trade.

The Board, Mr. Sparrow said, was conducting an information program across the province to inform employers and employees of the extended coverage, which may become effective next year.

Some retail outlets have already placed their employees under the protection of the Act, Mr. Sparrow noted, but others were apparently not aware of the benefits offered.



## Conference of Federal and Provincial Labour Law Administrators

Federal and provincial government labour officials representing nine provinces, the federal Department of Labour and the Unemployment Insurance Commission met in Fredericton, N.B., October 2-5, for the 15th conference of the Canadian Association of Administrators of Labour Legislation. The New Brunswick Workmen's Compensation Board was also represented.

The Association meets annually to exchange views on administrative problems. The membership includes the federal and provincial Departments of Labour and all boards or commissions concerned with the administration of labour laws.

The delegates were welcomed by New Brunswick's Premier, Hon. Hugh John Flemming; the Minister of Labour, Hon. Arthur E. Skaling; and Mayor H. S. Wright, M.D., of Fredericton. The federal Minister of Labour, Hon. Milton F. Gregg, also addressed the opening session.

Premier Flemming and Mr. Gregg referred to the minimum amount of working hours lost through strikes during the past year in New Brunswick and in Canada, respectively, despite increased industrial activity, and commended labour administrators for their part in maintaining harmonious relations between labour and management. Mr. Skaling emphasized the importance of good administration, stating that legislation on the statute books without the proper machinery to enforce it was of little benefit.

The main topics under discussion were fair employment practices and equal pay legislation, and various aspects of labour relations legislation, including the effect of the recent merger of the Canadian labour congresses on certification orders, current problems of conciliation, and administrative problems of labour relations boards. The conference also reviewed legislative and administrative changes made during the year in all provinces and the federal field and received reports from the Association's five committees—apprenticeship, provincial recognition of CSA codes, training of labour inspectors, the International Labour Organization, and labour relations statistics.

"Implications of Technological Progress" was the subject of an address by Charles D. Stewart, Deputy Assistant Secretary for Standards and Statistics in the United States Department of Labor. The text of Mr. Stewart's address is given on page 1375 of this issue.

The following persons attended the conference: *British Columbia*—W. H. Sands, Deputy Minister of Labour; G. A. Little, Supervisor, Vancouver Office, Department of Labour. *Alberta*—K. A. Pugh, Chairman, Board of Industrial Relations; F. G. Cope, Chief Labour Inspector. *Saskatchewan*—H. S. Elkin, Deputy Minister of Labour; C. K. Murchison, Director of Wages and Hours. *Manitoba*—W. Elliott Wilson, QC, Deputy Minister of Labour. *Ontario*—J. B. Metzler, Deputy Minister of Labour; E. H. Gilbert, Chief Inspector; F. A. E. Cooke, Inspector, Department of Labour. *Quebec*—Donat Quimper, Associate Deputy Minister of Labour; Cyprien Miron, Director, Conciliation and Arbitration Service; Wilfrid Beaulac, Chief Labour Inspector, Quebec Division. *New Brunswick*—Hon. A. E. Skaling, Minister of Labour; N. D. Cochrane, Deputy Minister of Labour; F. C. Sherwood, Chief Factory and Boiler Inspector; H. F. White, Director, Minimum Wages and Labour Relations Branch; H. A. Hanson, QC, Chairman, Labour Relations Board; J. C. Tonner, Secretary, Labour Relations Board; J. C. Boundy, H. J. Taylor, Apprenticeship Branch; James Craig, Workmen's Compensation Board. *Nova Scotia*—R. E. Anderson, Deputy Minister of Labour; J. P. Bell, Executive Director of Industrial Relations; J. D. Whiteley, Chief Inspector of Factories; G. A. Braine, Accountant, Department of Labour; J. F. Ferguson, Secretary, Engine Operators' Board. *Newfoundland*—G. B. Malone, Labour Relations Officer. *Federal*—Hon. Milton F. Gregg, Minister of Labour; A. H. Brown, Deputy Minister of Labour; G. V. Haythorne, Assistant Deputy Minister of Labour; J. L. Mainwaring, Chief, Labour Management Division, Economics and Research Branch; H. R. Pettigrove, Industrial Relations Officer, Fredericton; G. R. Carroll, Industrial Relations Officer; Allan Porter, Economics and Research Branch; Evelyn Woolner, Evelyn Best, Legislation Branch; F. B. Gibson, Manager, National Employment Office, Fredericton. *International Labour Office, Canada Branch*—V. C. Phelan, Director.

The officers elected to the Association's executive committee for the coming year are: Past President, Donat Quimper, Quebec; President, H. S. Elkin, Saskatchewan; 1st Vice-President, W. H. Sands, British Columbia; 2nd Vice-President, N. D. Cochrane, New Brunswick; and Secretary-Treasurer, Evelyn Best, Ottawa.

# Unemployment Insurance

## Monthly Report on Operation of the Unemployment Insurance Act

Initial and renewal claims for benefit up 2 per cent in August from July but down 5 per cent from August 1955. Statistics\* show 132,276 claimants registered in "live" file at month-end, down from 138,467

Initial and renewal claims for unemployment insurance benefit in August were nearly 2 per cent higher than those of the previous month but 5 per cent below those of August 1955.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 74,922 claims were received at local offices of the Unemployment Insurance Commission across Canada, compared with 73,547 in July and 88,627 in August 1955.

The count of unemployment registers in the "live file" on August 31 was 132,276 (82,717 males and 49,559 females), in comparison with 138,467 (82,239 males and 56,228 females) in July 31 and 152,782 (101,261 males and 51,521 females) on August 31, 1955.

Adjudications on initial and renewal claims during August totalled 78,394, and in 59,900 of these cases the claimant was found to have fulfilled all the requirements for the receipt of benefit. Of the 16,351 initial claims on which the claimant was not entitled to benefit, 10,787 or 66 per cent were on behalf of claimants who had insufficient attachment to insured employment and thus failed to establish a benefit period. Total disqualifications (including those arising from revised claims) numbered 14,015, the chief reasons being: "voluntarily left employment without just cause", 4,107 cases; "not capable of and not available for work" 3,938 cases and "refused offer to work and neglected opportunity to work" 2,087 cases.

New beneficiaries during August numbered 53,182, compared with 37,544 for July and 61,386 for August 1955.

Benefit payments amounted to \$8,170,564 in respect of 451,725 weeks for August, as against \$7,927,559 and 436,797 weeks for July and \$8,727,318 and 2,906,901 days for August 1955.

Complete weeks (numbering 406,316) constituted 90 per cent of the total weeks compensated during August; benefit weeks in which there were excess earnings numbered 25,720, representing 57 per cent of the partial weeks.

The estimated average weekly number of beneficiaries was 102.7 thousand for August, 104.0 thousand for July and 110.6 thousand for August 1955.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for August show that insurance books or contribution cards were issued to 4,078,173 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1956.

At August 31, employers registered numbered 287,221, a decrease of 246 during the month.

### Enforcement Statistics

During August, 4,613 investigations were conducted by district investigators across Canada. Of these, 3,992 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions. The remaining 621 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 85 cases, 22 against employers and 63 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 253.\*

\*These do not necessarily relate to the investigations conducted during this month.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

## Unemployment Insurance Fund

Revenue received in August totalled \$22,545,506.35 compared with \$20,721,560.42 in July and \$18,096,574.04 in August 1955. Benefit payments in August amounted to

\$8,152,169.44, compared with \$7,906,932.01 in July and \$8,709,477.28 in August 1955. The balance in the fund at August 31 was \$879,064,503.71; at July 31 there was a balance of \$864,671,166.80 and at August 31, 1955, of \$847,648,550.56.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB-1271, August 28, 1956

### *Translation*

**Summary of the Facts:** The claimants Poulin and Lagueux worked as loom fixer and carder, respectively, for the Dominion Textile Co. of Magog, Que., when, on January 21, they lost their employment.

On January 24, 1956, they filed initial claims for benefit. Claimant Poulin gave the following reason for separation: "My supervisor told me that there was no work and that they would ask for us. 'I was instructed not to let you in'". On the other hand, claimant Lagueux stated that he and his co-workers of the second shift had left their work in protest against the dismissal of two of their fellow-workers and that, when they returned to the company on Monday, January 23, the boss had told them: "It's too bad (but) there is no work today."

According to the evidence on file, employees of the carding room (second shift) cotton section, had in fact quit their work to protest against the dismissal of two of their co-workers, allegedly attributable to a decrease in production. During the night of the 22nd of January, the employer prevented regular workers of the picker room from entering the plant and hired new employees to replace them. On January 23, carding employees began a sit-down strike in protest. These stoppages of work were followed by a shortage of work in other departments (weave room, spool room, slash room and cloth room). Moreover, it appears that in the printing room, stoppages of work occurred on or about January 21 following dismissals and also because the colour shop employees had decided to take a half-hour off at lunch time despite the company authorities' wish to the contrary.

According to the evidence on file, it seems also that the company had entered

into a collective agreement with the Catholic Union of Textile Workers of Magog, effective from October 6, 1952, to October 5, 1954, and that this agreement had not been renewed because the interested parties had failed to reach an agreement on several important points. This dispute was brought before an arbitration board, which held 24 public hearings between March 29 and July 12, 1955. The board's decision was finally published on October 31, 1955, and, during the following days, the parties convened with a view to studying the court's recommendations and to try to work out an agreement. These meetings were unavailing and, on November 20, the union called a general meeting of all its members and asked them to vote for the strike. The majority of the members, however, voted against this measure. Finally, the union asked the Minister of Labour to intervene and the Minister assigned his chief conciliation officer for the meeting with the interested parties; conciliation meetings were held to no avail and, early in January 1956, the employer decided to discontinue the check-off of union dues which were afterwards collected by the union itself.

On the facts before him, the insurance officer disqualified the claimants from receiving benefit, under Section 63(1) of the Act, because they had lost their employment by reason of a stoppage of work attributable to a labour dispute at the factory at which they were employed, and had not proved that they satisfied the requirements of subsection (2) of this section. In the opinion of the insurance officer, the claimants' loss of employment was primarily attributable to the dispute in progress between the employer and the union concerning a working collective agreement.

From this decision, the claimants appealed to a board of referees, who met at Sherbrooke, Que., on May 1 and 2, 1956. After



having heard Pierre Vadboncoeur, Technical Adviser of the Confederation of Catholic Workers of Canada Incorporated (*Confédération des Travailleurs Catholiques du Canada Inc.*), the testimony of the claimants and the representations made by Messrs. Coulombe and Bélanger, business agents for the Catholic Union of Textile Workers of Magog, as well as those of Gordon Shaw, Dominion Textile Manager, the board of referees upheld by a majority decision the disqualification of the insurance officer. In its opinion, the dispute resulting in the laying-off of the claimants was pertinent to the renewal of a collective agreement to set down the working conditions and the claimants were directly interested in the dispute.

From the decision of the board of referees, Mr. Vadboncoeur appealed on behalf of the claimants. He requested a hearing before the Umpire, which was held in Montreal on July 11, 1956. Clement Beauchamp, of the Unemployment Insurance Commission, represented the insurance officer.

**Conclusions:** I have carefully studied all the documents on file, including the transcript of the evidence given before the board of referees and the briefs submitted by Mr. Vadboncoeur, but to my regret I cannot allow the claimants' appeal.

Analyzing the situation realistically, we must tie up the incidents that caused the unemployment of the claimants to the labour dispute already in progress since October 1954 between the company and the union to which they belong.

After passing through the different stages provided by the law for settlement, this labour dispute had just resulted in a deadlock when suddenly, and apparently in accordance with a prearranged plan, trouble broke out at the plant in various departments. The instigators of these troubles and those who, as a result, were laid off on account of a shortage of work were members of the Catholic Union of Textile Workers of Magog, which is the bargaining agent for most of the workers employed in the production end. These workers are employed in the manufacture of a product, necessitating that all workers in each department do their share, and the results which a decreased effort, a sit-down strike, withdrawal from work, etc., in one department or another would bring about must have been obvious.

In my opinion, these incidents were ascribable to the workers whose purpose it was to force the employer to sign a collective agreement including the conditions which the union was attempting to

push through on their behalf. Furthermore, the employer's reaction is significant and leaves no doubt that he attributed these troubles to the dispute concerning the renewal of the agreement. It is relevant to point out that, according to one of the business agent's testimony before the board of referees, the company, during the night of January 24, had "prohibited all the cotton room from entering the plant." Moreover, when claimant Poulin presented his claim for benefit, he stated that the supervisor had told him, among other things, "I have received the order to keep you out." However ambiguous this statement may seem at first, it nevertheless points out in the over-all picture of the situation that the employer intended to take reprisals against the workers, regardless of whether or not they had actually participated in the events of the week of January 21.

The majority of the members of the board of referees who have had the opportunity to examine the witnesses for the interested parties held these same views with respect to the real cause of the claimants' unemployment period. The dissenting member was of the opinion that even claimant Lagueux, who admitted having participated in the withdrawal from work, had not lost his employment as a result of a stoppage of work attributable to a labour dispute, but this opinion has little weight under the circumstances.

For these reasons, I consider that the claimants interested in the present appeals lost their employment as a result of a stoppage of work attributable to a labour dispute between the Dominion Textile and the Catholic Union of Textile Workers of Magog and that they failed to prove that they satisfied all the conditions stipulated in Section 63(2) of the Act.

The appeal is dismissed.

#### **Decision CUB-1272, August 28, 1956**

**Summary of the Facts:** The claimant, married, worked as a sales clerk in Toronto for F. W. Woolworth Co. Ltd., from 10.00 a.m. to 4.00 p.m., six days a week, at a wage of 80 cents an hour, from October 24 to December 30, 1955, when she was laid off on account of a shortage of work. Previously she had worked two years for the same company on a full-time basis. On January 3, 1956, she filed an initial application for benefit, which was allowed.

On February 21, 1956, the local office notified the claimant of an offer of permanent employment as a sales clerk in a tuck shop in Toronto at a wage of \$30 a week plus one meal a day. According to the

submissions, the prevailing rate of pay in the district for that type of work ranges from \$25 to \$28 a week. The hours of work were from 8.00 a.m. to 5.00 p.m., five days a week. She refused to apply for the offer, stating that she could accept employment with hours from 9.00 or 10.00 a.m. to 4.00 p.m., five days a week excluding Saturdays, as she had to be at home on that day to prepare her husband's meals. The local office commented that the work was light and to a large extent sedentary; moreover, that it had no position to offer the claimant with the hours requested.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit for the period from February 19 to March 31, 1956, on the ground that she had, without good cause, refused to apply for a situation in suitable employment; also for an indefinite period as from February 19, 1956, because in his opinion she was not available for work (Sections 59(1)(a) and 54(2)(a) of the Act).

From these disqualifications, the claimant appealed to a board of referees, before which she appeared in Toronto on April 12, 1956. The board unanimously allowed the appeal. Taking into consideration a medical certificate submitted to its members, recommending part-time sedentary work for the claimant, the board found that she had established good cause for refusing to apply for the situation, and also that she was available for work.

From the finding of the board of referees that the claimant was available for work, the chief claims officer appealed to the Umpire.

**Conclusions:** On the facts before me, I cannot agree with the finding of the board of referees with respect to the claimant's availability for work.

She had had more than seven weeks to look for employment with working hours convenient to her and, by refusing to apply for a job which was not only of a very light nature and easy to perform, but at a salary above the prevailing rate of pay for this kind of work in the district, she has definitely shown that she was not available for work within the meaning of the Act.

Her tardy contention concerning the state of her health and the medical certificate submitted in support thereof carry little weight in view of her first statement that she could not accept even part-time employment on a six-day basis, as she had to be at home on Saturdays to prepare meals for her husband. Domestic responsibilities, unless there are distress circumstances, which do not exist in this case, must not interfere with a claimant's availability for work if she wishes to qualify for unemployment insurance benefit.

The appeal is allowed and the indefinite disqualification previously imposed by the insurance officer under Section 54(2)(a) is reinstated as from the date on which this decision shall be communicated to the claimant.

---

## Conference of American States Members

*(Continued from page 1402)*

urging governments to ratify and to apply effectively ILO instruments to protect these rights.

### ILO Director-General

In his address to the conference, ILO Director-General David A. Morse said that in the region of the Americas, there was a wealth of new experience that could be of great value to other parts of the world. "In some sense I think it would be true to describe the Americas as a laboratory in which some of the most interesting social experiments are being and will still be carried out. We want to know about these experiments and the results you have achieved, so that they can become part of the accumulated experience of the ILO and thus be made available to the benefit of mankind as a whole."

It cannot be too frequently emphasized, he declared, that "if the trade unions of the Americas are to make a substantial contribution to our work, they must enjoy the fullest freedom of association and they must remain free from political and other influences which tend to restrict their activities or deflect them from their true social and economic aims".

### Canadian Participation

All three Canadian delegates were members of the selection committee. Dr. Haythorne and Mr. Dowling served on the resolutions committee. Mr. Sparks was elected Chairman of the Employers' group and Mr. Dowling was made Vice-chairman of the Workers' group.

# Labour Conditions in Federal Government Contracts

## Wage Schedules Prepared and Contracts Awarded during September Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 178 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 241 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production (August).....	134	\$ 537,413.00
Defence Production (September).....	140	1,833,167.00
R.C.M.P. ....	8	111,474.05

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during September

During September the sum of \$4,927.81 was collected from 22 employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 224 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during September

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*Gander Nfld*: Terminal Construction Co Ltd, site improvement & planting. *Camp Gagetown N B*: M F Schurman Co Ltd, construction of school & services. *Fredericton N B*: Thomas J Hughes, \*replacement of shingles & installation of skirting boards over bottom courses. *Saint John N B*: Community Enterprises Ltd, construction of housing units & walks. *Chicoutimi Que*: L P Giroux, \*exterior painting. *Montreal Que*: J R Grondin, \*repairs to plumbing system & appurtenances at Montreal projects; A Albert, \*repairs to electrical systems & appurtenances at Benny Farm & Montreal projects; E Richer, \*painting & redecoration of apartments at Benny Farm; Weiss Electrical Contracting Co, \*installation of electrical outlets in kitchens, Benny Farm. *Bracebridge Ont*: W Burt Smith, \*exterior painting of houses. *Camp Borden Ont*: Thomas G Wilcox & Sons Ltd, site improvement & planting. *Deep River Ont*: Keller Nurseries Ltd, site improvement & planting. *Lindsay Ont*: Newton H Edgar & Son, \*interior painting of houses. *Petawawa Ont*: E R Tremblay, construction of housing units; Johnson Bros Co Ltd, construction of ground services. *Cold Lake Alta*: Poole Construction Co Ltd, construction of housing units & ground services. *Lethbridge Alta*: McLaren Construction Co, repairs to foundations. *Rocky Point B C*: N H Woods & Associates Ltd, \*site improvement & planting.

### Department of Citizenship and Immigration

*Duck Lake Indian Agency Sask*: Botting & Dent Ltd, repairs to Duck Lake residential school. *Pelly Indian Agency Sask*: York Electric Ltd, electrical re-wiring of St Philips residential school. *Saddle Lake Indian Agency Alta*: St Paul's Foundry Ltd, renovation of mechanical equipment, Blue Quills residential school. *Babine Indian Agency B C*: T & E Construction Co, addition to Fort Babine day school.

### Defence Construction (1951) Limited

*Goose Bay Labrador*: Terminal Construction Co Ltd, construction of PMQ housing units, RCAF Station. *Summerside P E I*: Northern Electric Co Ltd, \*supply of cable, RCAF station. *Greenwood N S*: Valley Services Ltd, conversion of coal furnaces to oil firing in PMQs, RCAF Station. *Camp Gagetown N B*: Forbes & Sloat Ltd, construction of 1956 training area, Contract No 2. *Renous N B*: Armco Drainage & Metal Products of Canada Ltd, supply & erection of prefabricated bldg, RCN Ammunition Depot. *St Hubert Que*: Eagle Ltd, supply & erection of steelox type bldg & construction of foundations & outside services, RCAF Station. *Barriefield Ont*: James Kemp Construction Ltd, construction of rifle range bldg, RCME; Walter J Holsgrove & Sons Ltd, seeding & sodding at chapels; T A Andre & Sons Ltd, construction of fire hall & outside services. *London Ont*: Canadian Pacific Railway Co, \*construction of railway spur line, No. 27 COD. *Petawawa Ont*: M Sullivan & Son Ltd, construction of telephone exchange bldg & outside services. *Trenton Ont*: Key Land Services Ltd, landscaping, RCAF Station; The Tatham Co Ltd, construction of hangar extensions, RCAF Station. *Uplands Ont*: Niagara Structural Steel Ltd, supply & erection of structural steel for garages, RCAF Station; Canadian Comstock Co Ltd, construction of power supply to hangars, RCAF Station. *Camp Shilo Man*: Claydon Co Ltd, installation of water & sewer systems, paving & ground improvements. *Churchill Man*: The Carter Construction Co Ltd, construction of steelox bldgs & access roads, RCAF Station. *Winnipeg Man*: Vulcan Iron & Engineering Ltd, supply & erection of structural steel for reconstruction of Minto Armoury; Malcom Construction Co Ltd, construction of guard house, RCAF Station. *Moose Jaw Sask*: Bird Construction Co Ltd, construction of fire hall, RCAF Station;

Vulcan Iron & Engineering Ltd, supply & erection of structural steel for garages, RCAF Station. *Saskatoon Sask*: Bird Construction Co Ltd, construction of fire hall extension, RCAF Station. *Calgary Alta*: Burns & Dutton Concrete & Construction Co Ltd, construction of stores bldgs, Sarcee Camp.

### Building and Maintenance

*Summerside P E I*: W A Moffatt Co, installation of steel sash windows, RCAF Station. *Bagotville Que*: Jobbing Construction Co Ltd, construction of beacon bldg & outside services, RCAF Station. *Sherbrooke Que*: Eugene Marcoux Inc, modification of rifle range. *Barriefield Ont*: M Sullivan & Son Ltd, alterations to mess. *Camp Borden Ont*: Frank's Contracting Co Ltd, exterior painting of PMQs. *Camp Petawawa Ont*: Byers Construction Co Ltd, wire reinforcing of trusses for drill halls. *Kingston Ont*: Thos L Grooms Construction Ltd, renovations to Panet House, RMC. *Orillia Ont*: Northland Plumbing & Heating Ltd, renovations to heating system, armoury. *Toronto Ont*: J H Lock & Sons Ltd, installation of air conditioning system, RCCS, Tape Relay Centre. *Winnipeg Man*: Malcom Construction Co Ltd, construction of range, St Charles; Oswald Decorating Co, exterior painting of PMQs, Fort Osborne Barracks. *Dundurn Sask*: Modern Roofing Co, shingling of bldgs, Military Camp.

### Department of Defence Production

(July Report)

*Goose Bay Labrador*: Terminal Construction Co Ltd, construction of wharf, Otter Creek Dock, RCAF Station. *Bridgewater N S*: Murray & Falconer Ltd, landscaping, paving & masonry repairs, armouries. *Cornwallis N S*: Rodney Contractors Ltd, repairs to small boat haul-up, HMCS *Cornwallis*; Parker Bros Ltd, interior painting of bldgs, HMCS *Cornwallis*. *Dartmouth N S*: Automatic Sprinkler Co of Canada Ltd, installation of sprinkler system in stores bldg, RCN Armament Depot; Cosgrove Bros Ltd, interior painting of hangars, RCN Air Station; Northern Roofing & Metal Workers Ltd, renewal of roofs on bldgs, RCN Armament Depot. *Halifax N S*: D A Cummings Ltd, renewal of roof & alterations to windows, bldg #5, Willow Park. *Camp McGivney N B*: Roland E DeLong, exterior painting of bldgs, No 32 OAD. *Chatham N B*: G E Carr, exterior painting of PMQs, RCAF Station. *Coverdale N B*: Nova Construction Co Ltd, drilling, testing & lining of well, HMC Naval Radio Station. *Bagotville Que*: Edmond Lapointe, installation of porches on PMQs, RCAF Station. *Quebec Que*: Laurent Bedard, repainting galvanized roof of Grande Allee Armoury. *Ste Foy Que*: Alidor Bergeron, installation of snow baffles & insulation of attic walls in PMQs. *St Hubert Que*: Lewis Bros Asphalt Paving Ltd, reconstruction of asphalt road & concrete hardstand, RCAF Station; W Collin Enr'g, application of water resistant material on bldgs, RCAF Station; Stephens-Adamson Mfg Co, installation of replacement parts in bldg #77, Central Heating Plant, RCAF Station. *St Sylvestre Que*: Mobeec Ltd, installation of commercial power connection to diesel alternator bus bars on switchboard, RCAF Station. *Valcartier Que*: Union des Carrieres & Pavages Ltee, crushing & spreading of gravel at Camp. *Ville La Salle Que*: Canadian Pacific Railway Co, removal of snow from tracks within boundaries of Naval Supply Centre for 1956-1957 season; Bedard-Girard Ltd, installation of lighting, Naval Supply Depot. *Aylmer Ont*: G F McCormick, construction of roads, walks & parking areas in PMQs, RCAF Station. *Barriefield Ont*: Joseph Downey & Son, interior painting of Fort Henry School, Fort Henry Heights. *Clinton Ont*: Lavis Contracting Co Ltd, replacement of sidewalks, RCAF Station. *Kingston Ont*: Bews & Friendship, repairs to retaining wall, "B" Block, No 5 Personnel Depot, Artillery Park. *Ottawa Ont*: Dibblee Construction Co Ltd, resurfacing of road, #26 Works Co, RCE. *Trenton Ont*: Willard & Bluj, interior painting of hangars, RCAF Station. *Chater Man*: McDowell & Doke Ltd, application of insulated built-up roof on hangar & lean-tos, RCAF Unit. *Gimli Man*: Maple Leaf Construction Ltd, repairs to taxi strip, RCAF Station. *Rivers Man*: Ace Floor Co, refinishing of floors in PMQs, CJATC Camp. *Winnipeg Man*: Bowyer-Boag Ltd, supply & installation of heating equipment, Minto Armouries; Dominion Sound Equipment Ltd, installation of tile ceiling, Minto Armouries; Aetna Roofing Co Ltd, repairs to roof, Minto Armouries; Western Asbestos Co Ltd, installation of steel acoustical ceiling, Minto Armouries; Motor Coach Industries Ltd, installation of aluminum windows in Minto Armouries. *Calgary Alta*: Muri Paving & Construction Ltd, construction of swimming pool, RCAF, Lincoln Park; Standard Gravel & Surfacing of Canada Ltd, resurfacing of roads, RCAF Station, Lincoln Park. *Claresholm Alta*: Bill Hopps & Co Ltd, repainting of bldgs, RCAF Station. *Comox B C*: A & B Construction Co Ltd, installation of sludge drying beds at sewage disposal plant, RCAF

Station; Barr & Anderson Ltd, installation of fire protection system, #7 hangar, RCAF Station. *Fort Nelson B C*: Bruce Rome Ltd, hauling, spreading & stockpiling of gravel, #2 CMU Project, RCAF Station. *Victoria B C*: W H Johnston, exterior painting of bldgs, Work Point Barracks. *Whitehorse Y T*: Minneapolis-Honeywell Regulator Co Ltd, installation of heating controls, RCAF Station.

(August Report)

*Torbay Nfld*: Rayner Construction Ltd, repairs to parking areas & tarmac, RCAF Station. *Bedford Basin N S*: Dean's Nursery Ltd, spraying of brush in areas of Joint Services Magazine. *Cornwallis N S*: Fred Cleveland, interior painting of bldg #12, HMCS *Cornwallis*; Fred Cleveland, interior painting of 30 units, HMCS *Cornwallis*; R J Frosst & Co, exterior painting of 15 bldgs, HMCS *Cornwallis*; R J Frosst & Co, exterior painting of 17 bldgs, HMCS *Cornwallis*; T Hogan & Co Ltd, retubing of boilers, HMCS *Cornwallis*. *Dartmouth N S*: John R Rose, interior painting & sanding of floors, RCN Air Station; R J Frosst & Co, interior painting, sanding & refinishing of floors of 23 units, RCN Air Station. *Greenwood N S*: Kentville's Hardware Store Ltd, replacement of main hangar roof, RCAF Station. *Halifax N S*: Canada Gunitite Co Ltd, waterproofing of exterior walls of bldg #9, Willow Park; Alex L Grant, exterior painting of bldgs, HMC Dockyard. *Camp McGivney N B*: Standish Bros Reg'd, weed & brush control in Magazine area, #32 OAD. *Fredericton N B*: Maritime Waterproofing & Contracting Co Ltd, repairs to exterior of armoury. *Joliette Que*: A Ayotte Ltd, installation of heating system in armoury. *Lac St Denis Que*: Creaghan & Archibald Ltd, repairs to walls of Operations Bldg, RCAF Station, Morin Heights. *St Hubert Que*: Lewis Bros Asphalt Paving Ltd, construction of asphalt pavement, RCAF Station. *St Sylvestre Que*: Moto-Culture Moderne Enr, landscaping, RCAF Station; Moto-Culture Moderne Enr, landscaping, RCAF Station. *Barriefield Ont*: Ambassador Mfg Co, installation of garage doors, bldg #15, RCSS, Vimy Military Camp. *Camp Borden Ont*: Hydro-Electric Power Commission of Ontario, overhaul of transformers, #24 Works Coy, RCE; Sargent Roofing Co, repairs to hangar roofs, RCAF Station; St Clair House Wrecking Co, removal of bldg & restoration of site, RCAF Station. *Cedar Springs Ont*: D J Tarry, repairs to rifle range. *Chatham Ont*: D J Tarry, painting & repairs at armoury. *Dunnville Ont*: Canadian Comstock Co Ltd, installation of plumbing & fire protection equipment, RCAF Station. *Falconbridge Ont*: Willard & Bluj, painting exterior of PMQs, RCAF Station. *Hamilton Ont*: L A Oliver, construction of prefabricated generator bldg, Great Lakes Training Centre, HMCS *Star*. *Kingston Ont*: Colt Contracting Co Ltd, repairing & repointing of bldgs, RCASC. *Leitrim Ont*: Dibblee Construction Co Ltd, paving & installation of gutters, #26 Works Coy, RCE. *Niagara Falls Ont*: Robin Stewart Construction Ltd, repairs & painting at Arena Armoury. *North Bay Ont*: Bay Window Cleaners, cleaning of windows, RCAF Station; Stradwick Brown Ltd, repairs to shower rooms, RCAF Station; Willard & Bluj, interior painting of classrooms, bldg #51, Dependents School, RCAF Station; Willard & Bluj, repainting interior of Central Heating Plant, RCAF Station. *Rockcliffe Ont*: Ottawa Valley Pump Service, alterations to fuel compounds, RCAF Station. *Sarnia Ont*: D J Tarry, repairs to armoury. *Trenton Ont*: Canada Barrels & Kegs Ltd, replacement of water tank at Mountain View Detachment, #6 Repair Depot, RCAF Station; Johnson Temperature Regulating Co, installation of heat control system in bldgs, RCAF Station; H J McFarland Construction Co Ltd, repair & resurfacing of roads, Mountain View #6 Repair Depot, RCAF Station; Richards Wilcox Canadian Co Ltd, repairs to hangar doors, RCAF Station; Steel Co of Canada Ltd, installation of chain link fence, #6 Repair Depot, RCAF Station; Willard & Bluj, interior redecoration of Breadner School Bldg #108 & refinishing of floor in Auditorium, RCAF Station. *MacDonald Man*: Western Asbestos Ltd, installation of acoustic tile in theatre bldg, RCAF Station. *Rivers Man*: Canadian Brown Steel Tank Co Ltd, fabrication & installation of landing swing & platform at CJATC. *Winnipeg Man*: E F Drew & Co Ltd, supply & installation of chemical feed equipment for feed-water treatment system in Central Heating Plant, Fort Osborne Barracks. *Dundurn Sask*: Modern Roofing Co, shingling of roofs on bldgs, Dundurn Military Camp; Canadian National Railways, construction of railway spur to Transit Bldg, New Magazine Area, Dundurn Camp. *Moose Jaw Sask*: Redi-Mix Ltd, repairs to hangar aprons, RCAF Station. *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, laying of asphalt roads, South Camp, RCAF Station, Lincoln Park; Revelstoke Sawmill Co Ltd, fabrication of window frames, RCAF Station, Lincoln Park. *Ralston Alta*: D Holden, painting of transport garage & Community Centre Bldg, Experimental Station. *Esquimalt B C*: Farmer Construction Ltd, alterations to bldgs, HMC Dockyard; Parfitt Construction Co Ltd, replacement of treads & risers on stairway, HMCS *Naden*. *Masset B C*: Jarvis



Electric Co, installation of diesel electric set, Naval Radio Station. *Port Edward B C*: Mitchell & Currie Ltd, repairs to access road, Naval Radio Station. *Vancouver B C*: Smith & Co, re-roofing of bldg, RCE, Jericho Beach. *Victoria B C*: Victoria Paving Co, resurfacing of roads, Mary Hill Fort.

### National Harbours Board

*Quebec Que*: Marine Industries Ltd, hydraulic fill of area at oil wharf, Wolfe's Cove. *Three Rivers Que*: Tellier & Groleau, repairs to inner face, Cap de la Madeleine Wharf.

### National Research Council

*Ottawa Ont*: Geo Cashman Ltd, construction of compressed air line, Montreal Road Laboratories. *Springhill Ont*: A Bruce Benson Ltd, construction of meteor observatory. *Uplands Ont*: A Bruce Benson, construction of instrumentation bldg.

### Department of National Revenue

*Stephenville Nfld*: Saunders, Howell & Co Ltd, construction of residence, Harmon Field. *Crystal City Man*: Bronson Bros Ltd, construction of Customs-Excise bldg & alterations to existing bldg. *Big Beaver Sask*: Pals Construction Co Ltd, construction of Customs-Excise bldg & alterations to existing bldg. *Oungre Sask*: Bird Construction Co Ltd, construction of Customs-Excise bldg & alterations to existing bldg. *West Poplar River Sask*: Pals Construction Co Ltd, construction of Customs-Excise residence bldg. *Snag Creek Y T*: Dawson & Hall Ltd, construction of Customs-Excise residence bldg.

### Department of Public Works

*Clifton P E I*: Edward MacCallum, construction of retaining wall. *Prince Edward Island National Park P E I*: Matheson & MacMillan Ltd, asphaltic surface treatment—North Rustico to Cavendish. *Cape Breton Highlands National Park N S*: Modern Construction Ltd, grading, base course & seal coating of road & construction of MacKenzie River Bridge & culverts; Modern Construction Ltd, grading, base course & seal coating of road & construction of culverts. *Clarke's Harbour N S*: Rodney Contractors Ltd, wharf repairs. *Little Judique Ponds N S*: MacDonald & MacIsaac, construction of ell on breakwater. *Pictou N S*: Ferguson Industries Ltd, \*repairs to tug *Canso*. *Roseway N S*: Mosher & Rawding, breakwater repairs. *Seal Harbour N S*: Lincoln Construction Co Ltd, breakwater repairs. *South Bar (Sydney Harbour) N S*: Campbell & McIsaac, breakwater extension & groyne. *Southwest Port Mouton N S*: Mosher & Rawding Ltd, construction of skidway. *Townsend's Harbour N S*: L G Rawding Construction Ltd, construction of breakwater. *Caraquet N B*: Comeau & Savoie, harbour improvements (dredging & cribwork). *Ste Croix N B*: John Flood & Sons Ltd, construction of customs & immigration bldg. *Bonaventure Que*: Fortunat Bernard, wharf improvements. *Hospital Bay Que*: Fred Landry, improvements to fishing harbour. *Hull Que*: The Bird-Archer Co Ltd, installation of chemical feed equipment, Printing Bureau. *Mont Louis Que*: Charles & Wilfrid Verreault, wharf repairs. *Montreal Que*: A Faustin Co Ltd, supply & installation of revolving door, Postal Station "B"; Allied Building Services Ltd, interior cleaning, Customs Examining Warehouse. *Pointe Claire Que*: A N Bail Co Ltd, construction of research laboratory for Pulp & Paper Institute of Canada. *Port Alfred Que*: La Cie D'Entrepreneur en Construction Ltee, construction of federal bldg. *Port Daniel Que*: George K Steele, protection works. *Rimouski Que*: Leopold Tremblay, wharf repairs & improvements to lighting system. *Trois Pistoles Que*: Joseph Rioux, widening of wharf approach. *Almonte Ont*: Joseph Alfred Larose, re-decoration & new postal counter & screenline, Post Office. *Arnprior Ont*: James Landscaping Co, landscaping at Civil Defence College; M Sullivan & Son Ltd, construction of foundations under No 8 bldg, Control Centre, Canadian Civil Defence College. *Batavia Ont*: The Tatham Co Ltd, construction of post office bldg. *Goderich Ont*: Sandy Contracting Co Ltd, repairs to harbour works (mooring wharf). *London Ont*: Burch Electric Ltd, improvements to lighting system in Garvey Bldg. *Ottawa Ont*: Ottawa Iron Works Ltd, repairs to fence on Wellington St side of Parliament Hill; Ontario Building Cleaning Co Ltd, cleaning of interior etc, Kent-Albert Bldg; Thomas Fuller Construction Co Ltd, construction of Forest Products Laboratory on Montreal Road; Edge Ltd, installation of water services, Central Experimental Farm. *Sarnia Ont*: R W McKay Construction, construction of federal bldg. *Whitby Ont*: McNamara Construction Co Ltd, harbour repairs & improvements. *Headingley Man*: Walter Bergman Ltd, construction of RCMP detachment quarters. *Roblin Man*: Walter Bergman Ltd, construction of RCMP detachment quarters.

*Ile a La Grosse Sask*: Olaf Lidfors, construction of RCMP bldgs. *Saskatoon Sask*: Shoquist Construction Ltd, construction of laboratories. *Banff National Park Alta*: Poole Construction Co Ltd, construction of Bow River Bridge & CPR overpass at Mile 14.3, Trans-Canada Highway; New West Construction Co Ltd, grading, culverts, base course & prime coat—mile 22 to mile 28, Banff-Jasper Highway; Mannix Ltd & Ludwig Construction Co Ltd, grading, culverts, base course & prime coat—mile 28 to mile 34, Banff-Jasper Highway; Standard Gravel & Surfacing of Canada Ltd, bituminous stabilized base course, mile 0-14.2 & Minnewanka Entrance Road to Banff Townsite. *Innisfail Alta*: Alexander Construction Ltd, construction of federal bldg. *Jasper National Park Alta*: Remington Construction Co Ltd, construction of bridges over Helen Creek, Mosquito Creek & No-See-Um Creek; Western Construction & Lumber Co Ltd, construction of bridges at Beauty Creek & Poboktan Creek, Banff-Jasper Highway. *Alert Bay B C*: Victoria Pile Driving Co Ltd, construction of boat harbour. *Campbell River, Quathiaski Cove & Gow's Landing B C*: F Gagne & Son Construction Ltd, float repairs. *Esquimalt B C*: A & B Construction Co Ltd, construction of office bldg. *Haney B C*: Fraser River Pile Driving Co Ltd, wharf repairs. *Kootenay National Park B C*: Assiniboia Construction Co Ltd, grading, culverts, base course & prime coat—mile 50 to mile 56.4, Banff-Windermere Highway; Premier Construction Co Ltd, grading, culverts, base course & prime coat—mile 37 to mile 44, Banff-Windermere Highway; Premier Construction Co Ltd, grading, culverts, base course & prime coat—mile 44 to mile 50, Banff-Windermere Highway; Premier Construction Co Ltd, grading, culverts & base course—mile 32 to mile 37, Banff-Windermere Highway. *New Westminster B C*: Fraser River Pile Driving Co Ltd, repairs to pier, New Westminster Railway Bridge. *Prince Rupert B C*: Greer & Bridden Ltd, painting & repairs to public bldg. *Qualicum Beach B C*: Qualicum Construction Co Ltd, construction of RCMP detachment quarters. *Steveston B C*: Fraser River Pile Driving Co Ltd, construction of floats. *Vancouver B C*: Modern Building Cleaning Service of Canada Ltd, cleaning interior of new customs bldg; Ben's Plumbing & Heating Ltd, installation of ventilation system in main bldg, Shaughnessy Hospital. *Victoria B C*: Hume & Rumble Ltd, rewiring & electrical modernization, Dominion Astrophysical Observatory. *Fort Smith N W T*: Yukon Construction Co Ltd, addition & alterations to Administration Bldg; Yukon Construction Co Ltd, construction of frame bldgs.

### Department of Transport

*Moncton N B*: Rayner Construction Co Ltd, additional development at airport. *Dorval Que*: Williams & Williams (Eastern) Ltd, erection of curtain walls for Air Terminal Bldg, Airport. *Little Metis Que*: Andre Rousseau, construction of dwelling. *Mountain View Ont*: H J McFarland Construction Co Ltd, additional development at aerodrome. *Sioux Lookout Ont*: S Flostrand, construction of dwellings & related work at airport. *North Battleford Sask*: W C Wells Construction Co Ltd, additional development at airport. *Dalroy Alta*: A C Border & Co Ltd, construction of radio beacon bldg & related work at airport. *Aklavik N W T*: Aklavik Constructors, airport development.

## John Hancox, Ontario Federation Secretary, Dies

### Prominent Halifax Unionist Also Passes

John Thomas Hancox, Secretary of the Ontario Provincial Federation of Labour, died in Hamilton on September 13. At the time of his death he was serving his fourth consecutive term as OPFL Secretary.

Born in England, he came to Canada at an early age and had lived in Hamilton for the past 40 years.

A member of the Operative Plasterers' and Cement Masons' International Association, he was President of his local, the first President of the Hamilton Building Trades Council, and a past president of the Hamilton and District Trades and Labour Council.

He was also a member of the apprenticeship board of the building trades in Hamilton, had served as an alderman there, and was a member of the Hamilton Housing Authority, the Hamilton Council of Community Services and the Hamilton Hospital Associates.

A trade unionist prominent on the Halifax labour scene has also died. James Wood, a former President of the Halifax District Trades and Labour Council, died October 16 at the age of 75 years. For many years he had been President of his local of the Boilermakers union.

# Working Conditions of Office Employees

Marked increase in proportion of office workers granted paid vacations of 3 weeks or more: more than 10 per cent can now qualify for a 3-week vacation after 10 or fewer years' service; 13 per cent can get 4 weeks

The most noteworthy fact established by the survey of working conditions of office employees in manufacturing at April 1, 1956, is the marked increase in the proportion of employees granted a paid vacation of three weeks or more.

More than 10 per cent of the office workers covered by the accompanying table can now qualify for a three-week vacation after service of ten years or less, whereas a year earlier just over half this proportion could qualify after that length of service.

## SUMMARY OF WORKING CONDITIONS OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Office Employees			
	April 1, 1956	April 1, 1955	April 1, 1954	April 1, 1953
<b>Standard Weekly Hours</b>				
35 and under.....	12.5	12.0	11.9	9.9
Over 35 and under 37½.....	9.4	9.9	9.1	9.5
Over 37½.....	40.8	38.2	34.9	30.1
Over 37½ and under 40.....	9.6	12.0	15.0	19.1
Over 40.....	21.2	20.0	21.0	21.2
Over 40.....	6.5	7.9	8.1	10.2
Employees on a 5-day week (1).....	90.9	89.1	88.5	84.1
<b>Paid Statutory Holidays</b>				
Employees in establishments reporting paid statutory holidays....	99.0	99.1	98.9	99.5
Employees in establishments where the following number of statutory holidays are paid for:				
1 to 6.....	4.2	6.8	6.5	6.9
7.....	9.7	10.7	11.4	12.2
8.....	60.8	61.1	61.0	57.4
9.....	17.5	14.9	13.6	16.1
More than 9.....	6.8	5.6	6.4	6.9
<b>Vacations with Pay</b>				
Employees in establishments reporting one week or more with pay				
after 1 year or less.....	100.0	100.0	99.8	99.7
Employees in establishments reporting two weeks with pay.....	98.7	98.6	96.0	97.7
After: 1 year or less.....	90.1	89.3	87.0	88.5
2 years.....	5.2	5.3	5.0	4.6
3 years.....	1.0	1.0	1.0	1.0
5 years.....	2.0	1.3	1.6	1.9
Other.....	.5	1.7	1.6	2.0
Employees in establishments reporting three weeks with pay.....	71.9	69.4	63.8	60.6
After: 10 years or less.....	10.3	5.4	5.4	4.0
15 years.....	51.3	51.0	43.4	32.1
20 years.....	5.5	6.7	7.2	14.5
Other.....	4.8	6.3	7.8	10.0
Employees in establishments reporting four weeks with pay.....	12.9	7.6	5.5	4.4
After: 25 years.....	9.1	6.1	4.2	3.2
Other.....	3.8	1.5	1.3	1.2
<b>Pension and Insurance Plans</b>				
Employees in establishments reporting:				
Pension plan.....	78.4	74.4	71.7	64.3
Group life insurance.....	90.5	90.1	87.4	.....
Insurance plan providing cash compensation for wage loss due to illness.....	58.4	58.6	59.0	.....
<b>Group Hospital—Medical Insurance Plans</b>				
Employees in establishments reporting:				
Hospitalization.....	(2)	91.1	91.1	.....
Surgical benefits.....	(2)	90.0	87.5	.....
Physicians' services in hospital.....	(2)	73.8	69.1	.....
Physicians' home and office calls.....	(2)	48.2	41.8	.....
Major medical (catastrophe insurance).....	(2)	.....	.....	.....

(1) Includes a small number of employees in establishments reporting alternate schedules of 5 and 5½ days.

(2) Not yet available.



While the number of employees who can qualify for vacations of four weeks is only 13 per cent, this is a marked increase over the 7.6 per cent who were reported in this category in 1955.

Just under 63 per cent of these workers are on a standard work-week of 37½ hours or less, compared with 60 per cent a year earlier and with 50 per cent in April 1953. The five-day work-week is the schedule of approximately 90 per cent of office employees.

The majority (61 per cent) of white-collar workers is in establishments which pay for eight statutory holidays, but almost a quarter of the total number are paid for nine or more such holidays.

For some time past, various welfare provisions such as pensions, group life insurance and health benefit plans have been available to most office workers. At present, 78 per cent of the employees covered by the survey are in firms which have pension plans and 90 per cent are protected by, or are eligible to come under, the terms of group life insurance plans.

In the course of the 1956 survey, considerable information has been collected in regard to the details of various health benefit plans available to employees. This material is being studied and the results will be published in the *LABOUR GAZETTE* when the analysis has been completed.

### Coverage of Annual Working Conditions Survey

The annual survey of working conditions carried out by the Economics and Research Branch in April of each year covers about 6,200 manufacturing establishments, most of which have 15 or more employees. These establishments constitute 85 per cent of those to which questionnaires were sent. In 1956, office employees of reporting plants numbered 205,000. Together with the 800,000 plant workers covered by the survey, this represents approximately two-thirds of the total labour force employed in manufacturing.

Provincial breakdowns of the information contained in this article will be available in tabular form shortly and may be obtained on request from the Economics and Research Branch, Department of Labour.

## Strikes and Lockouts

### Canada, September 1956\*

There was little change in the number of work stoppages in existence during September compared with August but in both months the total was above average with a substantial number of disputes involving small bargaining units. While the total number of workers involved was also about the same in each month, the time loss in September was somewhat higher.

About 40 per cent of the idleness in the month under review was caused by four disputes involving: textile factory workers at Montmagny and at St. Jérôme, Que., electrical apparatus factory workers at Brockville, Ont., and ready-mix concrete drivers and warehousemen at Toronto.

Preliminary figures for September 1956 show a total of 48 strikes and lockouts in existence, involving 14,069 workers, with a time loss of 111,200 man-working days, compared with 52 strikes and lockouts in August 1956, with 13,463 workers involved and a loss of 87,710 days. In September

1955 there were 34 strikes and lockouts, 23,176 workers involved and a loss of 214,090 days.

For the first nine months of 1956, preliminary figures show a total of 191 strikes and lockouts, with 79,317 workers involved and a loss of 1,071,075 days. In the same period in 1955 there were 130 strikes and lockouts, 52,530 workers involved and a loss of 771,075 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in September 1956 was 0.13 per cent of the estimated working time; August 1956, 0.10 per cent; September 1955, 0.24 per cent; the first nine months of 1956, 0.13 per cent; and the first nine months of 1955, 0.10 per cent.

The demand for increased wages was a factor in 32 of the 48 stoppages in existence during September. Of the other disputes, five arose over causes affecting conditions of work, five over suspensions and layoffs, four over union questions and two over reduced wages.

\*See Tables G-1 and G-2 at back of book.

Of the 48 stoppages in existence during September, five were settled in favour of the workers, two in favour of the employers, nine were compromise settlements and one was indefinite in result, work being resumed pending final settlement. At the end of the month 31 disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal on February 23, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal on April 20, 1955.)

## Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stop-

pages in Great Britain and Northern Ireland beginning in July 1956 was 152; and 14 were still in progress from the previous month, making a total of 166 during the month. In all stoppages of work in progress, 58,400 workers were involved and a time loss of 286,000 days caused.

Of the 152 disputes leading to stoppages of work that began in July, 16, directly involving 4,200 workers, arose over demands for advances in wages, and 57, directly involving 5,200 workers, over other wage questions; three, directly involving 500 workers, over questions as to working hours; 10, directly involving 36,600 workers, over questions respecting the employment of particular classes or persons; 64, directly involving 4,700 workers, over other questions respecting working arrangements; and two, directly involving 500 workers, were in support of workers involved in other disputes.

### United States

Preliminary figures for August 1956 show 350 work stoppages resulting from labour-management disputes beginning in the month, involving 125,000 workers. The time loss for all work stoppages in progress during the month was 3,200,000 days. Corresponding figures for July 1956 were 400 stoppages, 620,000 workers and a loss of 13,600,000 days.

---

# Prices and the Cost of Living\*

## Consumer Price Index, October 1956

The consumer price index (1949=100) advanced 0.7 per cent from 119.0 to 119.8 between September and October 1956. A year ago, the index stood at 116.9.

A 1.6-per-cent increase in the food series accounted for most of the change in the total index; other component groups moved higher by 0.1 to 0.5 per cent.

Foods rose from 115.5 to 117.4 as moderate price increases were reported for a considerable number of items: most canned goods, imported fresh fruits, cereal products, fats, coffee, pork, canned salmon, and chocolate bars. Tomatoes and lettuce were the only foods to show substantial increases. Lower prices were recorded for other fresh vegetables, eggs, and apples.

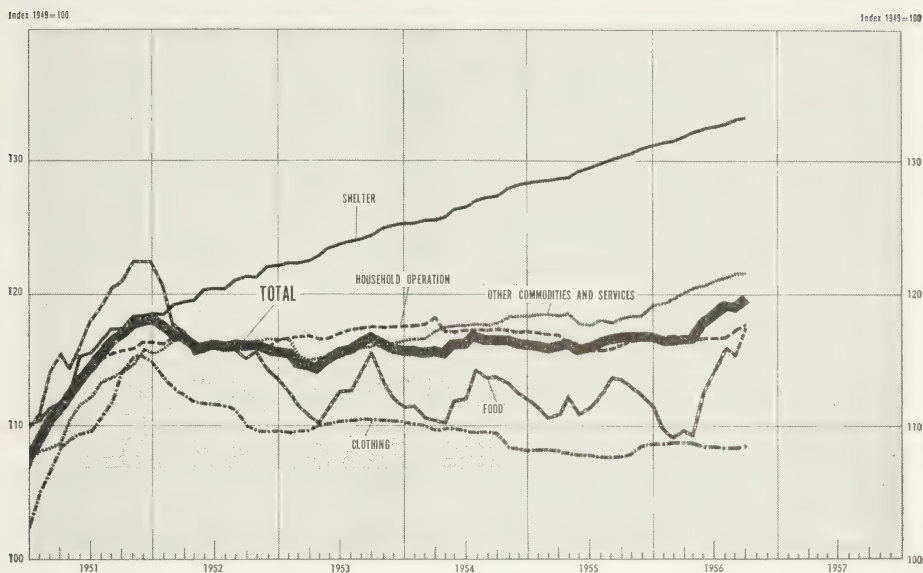
The shelter index advanced from 133.1 to 133.3 due to small increases in both the rent and home-ownership components. Slight increases in footwear, women's wear and piece goods more than offset decreases for men's and children's wear and the clothing index advanced fractionally from 108.4 to 108.5. An increase in the household operation index from 117.1 to 117.7 occurred as a result of advances for coal, furniture, floor coverings, most utensils and equipment, and a number of household supplies. Higher fees for dentists, doctors and optical care, and increased rates for prepaid health care in British Columbia, were mainly responsible for an increase in the other commodities and services index from 121.4 to 121.6.

Group indexes one year earlier were: food 113.5; shelter 130.2, clothing 107.8, household operation 116.1, and other commodities and services 118.1.

---

\*See Tables F-1 and F-2 at back of book.

# CONSUMER PRICE INDEX FROM JANUARY 1951



## City Consumer Price Indexes, September 1956

Consumer price indexes (1949=100) were lower in the six eastern regional cities and higher in the four western cities between August and September. Changes in the food indexes accounted for most of the changes in the total indexes in each of the ten cities.

Decreases in the total indexes ranged from .08 per cent in Montreal to 2.6 per cent in St. John's; increases from 0.4 per cent in Winnipeg to 0.8 in Vancouver. Changes in the food indexes ranged from a decrease of 7.8 per cent in St. John's to Vancouver's increase of 1.6 per cent.

Regional consumer price index point changes between August and September were as follows: St. John's -2.9 to 107.3\*; Saint John -0.7 to 119.6; Halifax -0.4 to 117.2; Ottawa -0.4 to 120.0; Toronto -0.3 to 121.7; Montreal -0.1 to 118.8; Vancouver +0.9 to 120.5; Edmonton-Calgary +0.7 to 116.8; Saskatoon-Regina +0.6 to 116.8; Winnipeg +0.5 to 117.5.

## Wholesale Prices, September 1956

Canada's general wholesale price index (1935-39=100) advanced to 227.4 in September from 227.0 in the preceding month and 220.9 in the corresponding

month last year. Four of the eight component groups advanced over August and four receded.

Iron and its products registered the largest gain, moving up 1.5 per cent to 247.5 from 243.8. Both animal products and fibres, textiles and textile products advanced 1 per cent to 236.3 and 232.5, respectively. Price increases in coke, coal and plate glass moved non-metallic minerals up 0.6 per cent to 181.3.

Vegetable products showed the largest decline of 1.3 per cent to 196.1. Chemicals and allied products dropped 0.6 per cent to 179.9. Decreases in fir lumber, newsprint, wood pulp, and cedar shingles moved wood products and paper down 0.4 per cent to 302.5. Non-ferrous metals fell 0.1 per cent to 195.2.

**The index of Canadian farm product prices at terminal markets (1935-39=100)** recorded a further seasonal decline between August and September, falling 2.1 per cent to 209.8 from 214.4. Field products dropped 6.3 per cent to 160.3 from 171.1, due mainly to lower prices for potatoes and lesser declines in flax. A fractional advance in the animal products index to 259.3 from 257.6 reflected offsetting price movements within the group.

Prices were higher on balance in the East, where increases for cheesemilk, calves, hogs and butterfat outweighed losses for poultry, lambs, steers and eggs, while in the West, quotations were generally higher for live-stock, eggs and wool.

\*On base June 1951=100.



**The index of residential building** material prices (1935-39=100) moved down fractionally to 293.3 from 293.8 in August. Lower quotations for some lumber items, notably structural lumber, were largely offset by scattered minor increases for millwork and steel component items.

**The non-residential building materials** price index (1949=100) remained unchanged at 129.3. Offsetting price changes were scattered throughout the index, with increases in plumbing and heating, and

hardware, and declines in the tile and lumber group.

### U.S. Consumer Price Index, September 1956

The United States consumer price index (1947-49=100) reached its highest level in mid-September, advancing 0.3 per cent to 117.1 from the mid-August figure of 116.8. In mid-September 1955 it stood at 114.9.

The index climbed steadily from 114.6 in mid-February to 117.0 in mid-July, dropped to 116.8 in mid-August, and has now risen to its highest point ever.

---

## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 99.

### Accidents

1. ILLINOIS. DEPARTMENT OF LABOR. *Work Injury Frequency Rates in Illinois, 1954, and Compensable Work Injury Rates in Illinois, 1955*. Springfield, 1956. Pp. 14.

2. INTERNATIONAL LABOUR OFFICE. *Safety in Coal Mines*. Second Item on the Agenda. Geneva, 1956. Pp. 130.

At head of title: Report 2. International Labour Organization. Coal Mines Committee. 6th session, Istanbul, 1956.

This report analyzes the principal causes of accidents in coal mines and suggests some ways of preventing accidents.

### Automation

3. AMERICAN MANAGEMENT ASSOCIATION. *Keeping Pace with Automation; Practical Guides for the Company Executive*. New York, 1956. Pp. 136.

This report was prepared from material presented at an AMA conference on automation held in New York City, October 10-12, 1955. The experiences of the following four companies are included: Stromberg-Carlson Division, General Dynamics Corpora-

tion, the Carborundum Company, the Dixie Cup Company, and the Minute Maid Corporation.

4. FRIEDMANN, GEORGES. *Industrial Society; the Emergence of the Human Problems of Automation* (*Problèmes humains du machinisme industriel*). Edited and with an introduction, by Harold L. Sheppard. Glencoe, Ill., Free Press, 1955. Pp. 436.

A study of the various aspects of mechanization in industry and its effect on the worker.

5. LEVIN, HOWARD S. *Office Work and Automation*. New York, Wiley, 1956. Pp. 203.

Shows how automation in the office can remove routine tasks from the workers and transfer them to machines.

6. MACMILLAN, ROBERT HUGH. *Automation, Friend or Foe?* Cambridge, Cambridge University Press, 1956. Pp. 100.

Based on talks given on the Third Program of the B.B.C. under the titles "Automatic Control" and "Automatic Production". A general introduction to the subject.

7. SYMPOSIUM ON ELECTRONICS AND AUTOMATIC PRODUCTION, SAN FRANCISCO, 1955. *Proceedings*. Jointly sponsored by National Industrial Conference Board and Stanford Research Institute. Menlo Park, Cal.? Stanford Research Institute? 1956? 1 Volume (various pagings).

Symposium held August 22 and 23, 1955.

Contents: Some Reflections on Automation, by L. M. K. Boelter. Outlook for Automation, by Dean E. Wooldridge. Automation and the logistics of National Defense, by Frederick R. Furth. Automation in the Automotive Industry, by Robert T. Keller.

Automation in the Steel Industry, by W. K. Scott. Automation in the Chemical Industry, by V. F. Hanson. Automation in the electronics industry, by Loren F. Jones. Automation in Business Statistics, by Frederick K. Leisch. Automation in Insurance, by Malvin E. Davis. Electronics in Industrial Management, by M. E. Salveson. News Magazine Publishing and the New Technology, by Nathaniel Bishop. Automatic Production and the Small Business Man, by Paul B. Wishart. Economic and Social Implications, a Panel Discussion.

8. WOOLLARD, FRANK G. *Principles of Mass and Flow Production*. London, Published for Mechanical Handling by Iliffe, 1954. Pp. 195.

The author has had about 30 years' experience in mass and production flow engineering. He traces the history of assembly line techniques and sets forth 18 basic principles which relate to the setting up of a flow production plant.

## Collective Bargaining

9. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Grievance Mediation under Collective Bargaining*, by William H. McPherson. Urbana, 1956. Pp. 200-212.

"The purpose of this article is to suggest that both theory and experience indicate that management and labor would benefit if more American labor agreements provided for mediation as a next-to-last step prior to arbitration in grievance procedure."

10. U.S. BUREAU OF LABOR STATISTICS. *Collective Bargaining Activity in 1956; a Timetable of Expiration, Reopening, and Wage Adjustment Provisions of Major Agreements*. Washington, 1956. Pp. 13.

"This study indicates the timing and volume of collective bargaining activity which may be anticipated in 1956."

11. U.S. BUREAU OF LABOR STATISTICS. *Collective Bargaining Clauses: Layoff, Recall, and Work-Sharing Procedures*. Washington, G.P.O., 1956. Pp. 53.

"This bulletin presents illustrations of a variety of layoff, work-sharing and re-employment clauses found in recent union agreements."

## Economic Conditions

12. GREAT BRITAIN, CHANCELLOR OF THE EXCHEQUER. *Economic Survey, 1956*. London, H.M.S.O., 1956. Pp. 48.

13. TWENTIETH CENTURY FUND. *America's Needs and Resources: a New Survey*, by J. Frederic Dewhurst and associates. New York, 1955. Pp. 1148.

"This volume is a . . . comprehensive survey of the demands and needs, the resources and capacities of the American economy."

## Education

14. CANADA. BUREAU OF STATISTICS. *Report of Conference on Statistics of Higher Education, 1955, held at the Dominion Bureau of Statistics, Ottawa, November 29-December 1*. Ottawa, Queen's Printer, 1956. Pp. 48.

The conference discussed how the Bureau of Statistics can improve its service to higher education.

15. LEIGHBODY, GERALD B. *Methods of Teaching Industrial Subjects*. Albany, Delmar Publishers. c1946. Pp. 178.

Discusses the methods which a teacher of industrial subjects must learn to use in order to teach others successfully.

## India

16. INDIA. MINISTRY OF INFORMATION AND BROADCASTING. *Second Five Year Plan; the Framework*. New Delhi, Publications Division, Ministry of Information and Broadcasting, 1955. Pp. 175.

Outlines the objectives of the second five-year plan in India which began on April 1, 1956.

17. INDIA. PLANNING COMMISSION. *Second Five Year Plan; a Draft Outline*. New Delhi, 1956. Pp. 196.

The second five-year plan has four main objectives:

1. a sizeable increase in national income so as to raise the standard of living in India;
2. the development of basic and heavy industries;
3. the development of employment opportunities; and
4. the more even distribution of income.

18. INTERNATIONAL LABOUR OFFICE. INDIA BRANCH. *Recent Developments in Certain Aspects of Indian Economy*. New Delhi, 1956. Pp. 50.

Contents: Labour Legislation in India, 1953-54. The Employment Situation in India and the Role of National Employment Service. Land Reforms in India, 1947-54. Cottage and Small-Scale Industries in India's Economic Development.

## Industrial Health

19. GREAT BRITAIN. LONDON TRANSPORT EXECUTIVE. *Health in Industry; a Contribution to the Study of Sickness Absence; Experience in London Transport*. London, Published on behalf of the London Transport Executive by Butterworth, 1956. Pp. 177.

Gives information and statistics concerning employees of the London Transport Executive who were absent because of sickness between the years 1949 and 1952.

20. MACHANIK, GERALD. *Occupational Hazards and Health*. Pretoria, Workmen's Compensation Commissioner, 1956. Pp. 144.

The author, who is Senior Medical Officer (Industrial Health) to the South African Workmen's Compensation Commissioner, has written a general book on industrial health.

## Industrial Relations

21. INDUSTRIAL RELATIONS INSTITUTE, UNIVERSITY OF WISCONSIN, 1955. *Trends in Labor-Management Relations*. Madison, University of Wisconsin Extension Division, c1956. Pp. 174.

Contents: An Address by Secretary of Labor James P. Mitchell. Legal and Practical Implications of the AFL-CIO Merger. Collective Bargaining, Mediation and Arbitration. The Taft-Hartley Act. Union Security and Right-to-Work Laws. Federal-State Jurisdiction over Labor-Management Relations. Social Legislation.

22. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Management and Industrial Relations in Post-war Japan*, by Solomon B. Levine. Urbana, 1956. Pp. 57-75.

The author points out that management in Japan was often paternalistic. Labour organization is successful in large factories but not so successful in small business.

23. SRIVASTAVA, K. N. *Industrial Peace and Labour in India*. Allahabad, Kitab Mahal, 1954. Pp. 499.

A comprehensive study of the working classes in India.

## International Labour Organization

24. INTERNATIONAL LABOUR OFFICE. *General Report* prepared for Building, Civil Engineering and Public Works Committee. First item on the agenda. Geneva, 1955. 2 Volumes.

At head of title: Report 1, Item 1(a) and (b)—Item 1(c). International Labour Organization. Building, Civil Engineering and Public Works Committee. 5th session, Geneva, 1956.

Contents: Pt. 1. Effect given to the Conclusions of the Previous Sessions. Pt. 2. Recent Events and Developments in the Construction Industry.

Part 1 gives a résumé of the replies received from governments concerning action on resolutions adopted by the Building, Civil Engineering and Public Works Committee at previous sessions. It also describes the action taken by the Governing Body and by the International Labour Office.

Part 2 reviews the situation of the construction industry since the Committee's 4th session, October-November, 1953.

25. INTERNATIONAL LABOUR OFFICE. *General Report* prepared for the Coal Mines Committee. First item on the agenda. Geneva, 1955-1956. 2 Volumes.

At head of title: Report 1. Item 1(a) and (b)—Item 1(c). International Labour Organization. Coal Mines Committee. 6th session, Istanbul, 1956.

Contents: Pt. 1. Effect given to the Conclusions of the Previous Sessions. Pt. 2. Recent Events and Developments in the Coal Mining Industry.

Part 1 deals with the measures taken in the various countries to carry out the conclusions of the previous sessions of the Coal Mines Committee. It also tells what the Governing Body of the International Labour Office and the International Labour Office have done in preparing studies and making inquiries. The second part describes the situation in the coal mining industry since the fifth session in 1953.

26. INTERNATIONAL LABOUR OFFICE. *International Labour Organization; Workers, Employers, Governments*. Geneva, 1955. Pp. 64.

Describes briefly the work of the International Labour Organization.

27. INTERNATIONAL LABOUR ORGANIZATION. BUILDING, CIVIL ENGINEERING AND PUBLIC WORKS COMMITTEE. *Summary Record of the Fourth Session, Geneva, October-November 1953*. Geneva, International Labour Office, 1955. Pp. 74.

## Labour Laws and Legislation

28. NATIONAL LABOR SERVICE. *Your Rights under State and Local Fair Employment Practice Laws*. New York, 1956. Pp. 32.

Among other things this pamphlet tells how to file a Fair Employment Practices complaint, and analyses state fair employment practice laws of 15 states.

29. NATIONAL PLANNING ASSOCIATION. *The Employment Act, Past and Future; a Tenth Anniversary Symposium*. Contributors: Statements, James E. Murray and others; Essays, William J. Fellner and others; Edited by Gerhard Colm. Pp. 203.

This book contains: 1. Letters from President Eisenhower and from former President Harry S. Truman; 2. Statements by Senators, Representatives and prominent men in agriculture, business and labour; 3. Comments by 2 former chairmen and the present chairman of the Council of Economic Advisers. There is a joint statement by NPA's Board of Trustees, Standing Committees, and National Council. There are 17 essays on specific issues involved in economic stabilization policy.

30. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISION. *Handy Reference Guide to the Fair Labor Standards Act (Federal Wage-Hour Law)*. Washington, G.P.O., 1956.



"The Federal Wage-Hour Law applies to employees engaged in or producing goods for interstate commerce. It requires: a minimum wage of \$1 an hour, beginning March 1, 1956; overtime pay of time and one-half the employee's regular rate for all hours over 40 in a work week; a minimum age of 16 years for general employment and 18 years for hazardous work."

## Labour Organization

31. BATES, HARRY CLAY. *Bricklayers' Century of Craftsmanship; a History of the Bricklayers, Masons and Plasterers' International Union of America*. Washington, Bricklayers, Masons, and Plasterers' International Union of America, 1955. Pp. 309.

"The Bricklayers, Masons and Plasterers' International Union was organized in 1865 'for the protection and benefit of all who work at the masonry trade'. It now includes bricklayers, stone masons, marble masons, cement masons, plasterers, tile layers, terrazzo and mosaic workers, cement block layers and cleaners, painters and caulkers." Cf. Introduction.

32. CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS. *Report of Proceedings of the Twenty-Third Convention, held in... Niagara Falls, Ontario, September 19 to 24, inclusive, 1955*. Ottawa, 1956. Pp. 106, 125.

33. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Training the World's Trade Unionists; a Survey of Five Years of ICFTU Educational Work*. Brussels, 1956. Pp. 108.

The ICFTU has sought to stimulate exchanges of views and experience on questions of an economic, social or cultural nature which directly affected workers and it has also given technical help and educational help to new trade union movements in economically underdeveloped parts of the world.

34. KLENNER, FRITZ. *The Austrian Trade Union Movement*. Brussels, International Confederation of Free Trade Unions, 1956. Pp. 151.

Traces the history of Austrian trade unionism from the 1870's till the present.

35. NADWORNÝ, MILTON J. *Scientific Management and the Unions, 1900-1932; a Historical Analysis*. Cambridge, Harvard University Press, 1955. Pp. 187.

At first, unions were suspicious of scientific management. Therefore, scientific managers became more aware of the role of unions and of the need for considering human relations by allaying the anxieties of the union.

36. ROBERTS, B. C. *Trade Union Government and Administration in Great Britain*. Cambridge, Harvard University Press, 1956. Pp. 570.

The author discusses the following topics: legislation affecting unions, union membership, union structure, the election of officials, paid officials and services provided by the union, finances and a survey of trade union federations and of the Trades Union Congress.

37. ULMAN, LLOYD. *The Rise of the National Trade Union; the Development and Significance of its Structure, governing Institutions, and Economic Policies*. Cambridge, Harvard University Press, 1955. Pp. 639.

In the Foreword to this book Prof. Sumner H. Slichter states that this book "is by far the most thorough study that has yet been made of the structure and the government of the American trade union movement".

## Labour Supply

38. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Labor Market Behavior in Small Towns*, by Irvin Sobel and Richard C. Wilcock. Urbana, 1956. Pp. 54-76.

Concerns shoe workers in four towns, each with a shoe factory as the major employer.

39. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Secondary Labor Force Mobility in Four Midwestern Shoe Towns*, by Richard C. Wilcock and Irvin Sobel. Urbana, 1955.

This report differentiates between primary and secondary labour force members. Primary labour force members work regularly while secondary labour force members don't. Most of the latter are women who lived in households where others were working.

40. INTERNATIONAL LABOUR OFFICE. *Production and Employment in the Metal Trades; the Problem of Regularization*. Geneva, 1956. Pp. 121.

In the metal trades high levels of output have alternated with severe slumps, low levels of production and high unemployment. This report analyses the causes of the instability and suggests some remedies.

41. INTERNATIONAL LABOUR OFFICE. *Recruitment and Vocational Training in Coal Mines. Third item on the agenda*. Geneva, 1956. Pp. 145.

At head of title: Report 3. International Labour Organization. Coal Mines Committee. 6th session, Istanbul, 1956.

Contents: Manpower Needs and Recruitment for Coal Mining. Vocational Training in Coal Mines.

42. ROBINSON, JOAN. *Essays in the Theory of Employment*. 2d ed. Oxford. B. Blackwell, 1947. Pp. 190.

"An attempt to apply the principles of Mr. Keynes' general theory of employment, interest and money to a number of particular problems."

## Labouring Classes

43. BOWN, A. H. J. *An Introduction to Port Working*. 1st ed. London, National Dock Labour Board, 1955. Pp. 67.

This book was written for British port workers. Its three chapters deal with port working, port traffic and port organization and finance.

44. KORNHAUSER, ARTHUR WILLIAM. *When Labor votes, a Study of Auto Workers*, by Arthur Kornhauser, Harold L. Shepard and Albert J. Meyer. 1st ed. New York, University Books, 1956. Pp. 352.

This book "is a study of how Detroit auto workers members of UAW-CIO voted in 1952, why they voted as they did, how they feel about labor's political action and... what basic attitudes are associated with their political views and behavior." Cf. Chapter 1.

45. ONTARIO. DEPARTMENT OF LABOUR. *Thirty-Sixth Report for the Fiscal Year ending March 31, 1955*. Toronto, Queen's Printer, 1956. Pp. 122.

46. STIMSON, GRACE (HEILMAN). *Rise of the Labor Movement in Los Angeles*. Berkeley, University of California Press, 1955. Pp. 529.

Traces the labor movement in Los Angeles from the 1860's to 1912.

47. U.S. BUREAU OF LABOUR STATISTICS. *The Status of Labor in Puerto Rico, Alaska, Hawaii*. Washington, G.P.O., 1956. Pp. 9.

Discusses the economy, labour force, level of living, labour legislation, wage structure, working conditions and industrial relations in Puerto Rico, Alaska and Hawaii.

48. U.S. BUREAU OF LABOR STATISTICS. *Women Employees in Manufacturing Industries*. Washington, 1955. Pp. 20.

49. *The Worker-Priests, a Collective Documentation*. Translated from the French by John Petrie. London, Routledge & Kegan Paul, 1956. Pp. 204.

Worker-priests are those who work in industry and live on their wages as workers. This book contains documents and newspaper excerpts as well as an account of the controversy which has centered around these priests.

50. ZALEZNIK, ABRAHAM. *Worker Satisfaction and Development; a Case Study of Work and Social Behavior in a Factory Group*. Boston, Harvard University, Division of Research, Graduate School of Business Administration, 1956. Pp. 148.

The author observed the behavior of a group of 14 men and their foreman who worked in a machine shop of a small plant. Despite differences in social background, age,

technical skill, job responsibility, and rates of pay the group got along very well with each other.

## Productivity of Labour

51. EUROPEAN PRODUCTIVITY AGENCY. *Job Analysis, a Tool of Productivity*. Project No. 231. Paris, O.E.E.C., 1956. Pp. 66.

This report consists of conference notes prepared as an aid to those taking part in a Conference on Job Analysis sponsored by the E.P.A. and the I.L.O., and held in Geneva from October 31st to November 11th, 1955. The notes outline the concept of job analysis, its part in the field of personnel administration and its potential uses and limitations. The report includes a short glossary of terms used in job analysis.

52. EUROPEAN PRODUCTIVITY AGENCY. *Productivity in the Wholesale Trade*. Project No. 153. Paris, O.E.E.C., 1956. Pp. 157.

The O.E.E.C. appointed a Mission which studied productivity in the wholesale trade in eight member countries. The Mission studied the methods adopted by some wholesale firms in reducing handling costs and expanding and simplifying sales. The results of their study are contained in this report.

## Profit-Sharing

53. HARPER, JOHN CHARLES. *Profit-Sharing in Practice and Law*. London, Sweet and Maxwell, 1955. Pp. 368.

Provides information about the various types of profit-sharing schemes and describes the difficulties which might arise and the ways in which these difficulties may be overcome. This book is intended for business men, accountants, lawyers, beneficiaries under schemes and anyone else who may be affected by profit-sharing schemes.

54. ZISCHKE, JAMES B. *Tax Factors and Related Business Considerations in establishing Profit-Sharing Plans*. New York, Prentice-Hall, 1955. Pp. 7511-7559.

Deals with profit-sharing plans which qualify for special treatment under certain sections of the American Internal Revenue Code of 1954.

## Social Surveys

55. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *A Comparison of Parametric and Non-parametric Analyses of Opinion Data*, by Hjalmar Rosen and R. A. Hudson Rosen. Urbana, 1956. Pp. 401-404.

The authors based this report on the answers to a questionnaire mailed to 4,000 members of a large, district union seeking the union member's opinion of his union.

56. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *A Suggested Modification in Job Satisfaction Surveys*, by R. A. Hudson Rosen and Hjalmar Rosen. Urbana, 1956. Pp. 303-314.

This report concerns a questionnaire developed by the authors. "Each topic under investigation was probed in terms of standards (what should be done), perceptions (what was seen as being done), and evaluations (the feeling about what was seen as being done)."

## Vocational Guidance

57. BENNETT, MARGARET ELAINE. *Guidance in Groups; a Resource Book for Teachers, Counselors, and Administrators*. Supplemented by a human-relations program by Celia F. Johnson. New York, McGraw-Hill, 1955. Pp. 411.

Contents: 1. The Place of Group Approaches in Guidance. 2. Sources of the Group Approach in Guidance. 3. Common Problems in Living. 4. Learning Techniques in Group Guidance. 5. Orientation and Learning to Learn. 6. Personality and Interpersonal Relationships-Approaches. 7. Personality and Interpersonal Relationships-Group Techniques. 8. Vocational and Educational Guidance-Approaches and Appraisal Techniques. 9. Vocational and Educational Guidance-Information and Planning. 10. Problems of Personnel.

58. HUMPHREYS, JOSEPH ANTHONY. *Guidance Services*, by J. Anthony Humphreys and Arthur E. Traxler. Chicago, Science Research Associates, 1954. Pp. 43.

"In this book the authors present basic concepts and procedures for guidance services at all educational levels in elementary and secondary schools and in colleges and universities." This book presents information about student guidance services.

59. TYLER, LEONA ELIZABETH. *The Work of the Counselor*. New York, Appleton-Century-Crofts, 1953. Pp. 323.

"Primarily this book is for psychology students, a text for a first course in counseling procedures... The book is written from the point of view of the general counselor who attempts to help clients with a variety of different problems rather than from that of the specialist in vocational guidance, marriage counseling, or psychotherapy."

## Wages and Hours

60. INTERNATIONAL LABOUR OFFICE. *International Comparisons of Real Wages; a Study of Methods*. Geneva, 1956. Pp. 89.

"For the purposes of this study, real wages are defined as the goods and services which can be purchased with wages or are provided as wages."

61. INTERNATIONAL LABOUR OFFICE. *Problems of Wage Policy in Asian Countries*. Geneva, 1956. Pp. 141.

Surveys the general problem of income in Asia and analyses the objectives of wage policy, the existing systems of wage regulation, the problems which arise in the regulation of minimum wages, etc.

62. MACDONALD, ROBERT M. *Unionism and the Wage Structure in the United States Pulp and Paper Industry*. Los Angeles, University of California, Institute of Industrial Relations, 1956. Pp. 99-166.

Reprinted from "The Evolution of Wage Structure", by Lloyd G. Reynolds and Cynthia H. Taft.

This pamphlet discusses the impact of unions and collective bargaining on wage rates within plants and also examines the effects of these two forces on relative wage levels among plants.

63. PACIFIC MARITIME ASSOCIATION. *Table of Longshore Hourly Wage Rates when working Penalty Hours and Penalty Cargo (effective June 13, 1955)*. San Francisco, 1955? Pp. 7.

64. REYNOLDS, LLOYD GEORGE. *The Evolution of Wage Structure*, by Lloyd G. Reynolds and Cynthia H. Taft; with a section by Robert M. Macdonald. New Haven, Yale University Press, 1956. [c1955]. Pp. 398.

A general survey of wage structure. There are detailed case studies of wages in four industries in the United States: railroad transportation, iron and steel, cotton textiles and pulp and paper. There are also studies in national wage structure in the following countries: France, Sweden, Great Britain, Canada, and the United States.

65. RUTGERS UNIVERSITY, NEW BRUNSWICK, N.J. INSTITUTE OF MANAGEMENT AND LABOR RELATIONS. *A Guide to the Guaranteed Wage*, by Jack Chernick, New Brunswick, N.J., 1955. Pp. 50.

"... It is our purpose in the present study to offer a succinct statement of useful techniques for estimating the potential cost of a specified guaranteed annual wage; and to supply a summary of the important considerations to be taken into account in seeking to adopt a guaranteed wage plan to the production and employment characteristics of a given company."

66. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Building Trades, July 1, 1955*. Washington, G.P.O., 1956. Pp. 42.

"The information presented in this report was based on union scales in effect on July 1, 1955, and covered approximately 680,000 journeymen and 165,000 helpers and laborers in 52 cities with populations of 100,000 or more."



67. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Local-Transit Operating Employees, July 1, 1955.* Washington, G.P.O., 1956. Pp. 10.

"The information presented in this report was based on union scales in effect on July 1, 1955, and covered approximately 86,000 local-transit operating employees in 52 cities with populations of 100,000 or more."

68. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Printing Industry, July 1, 1955.* Washington, G.P.O., 1956. Pp. 41.

"The information presented in this report was based on union scales in effect on July 1, 1955, and covered approximately 125,000 printing-trade workers in 53 cities with population of 100,000 or more."

## Youth

69. BEDNARIK, KARL. *The Young Worker of To-day, a New Type.* Edited by J. P. Mayer; translated by Renée Tupholme. London, Faber and Faber, 1955. Pp. 146.

The author, an Austrian, discusses the situation of the young worker in the new welfare state. He writes with particular reference to postwar Austria.

70. OXFORD. UNIVERSITY. DEPARTMENT OF EDUCATION. *The Young Worker; Education for Human Relations.* Report of the Fifth Conference held at Oxford in April 1954 by the University Department of Education ... London, Heinemann, 1955. Pp. 64.

The participants at this conference met to discuss "the problem of what kind of education is needed to prepare young workers to understand, to help to create, and to enjoy satisfactory human relations in an industrial society."

## Miscellaneous

71. CANADA. BUREAU OF STATISTICS. *Construction in Canada, 1954-1956.* Ottawa, Queen's Printer, 1956. Pp. 45.

72. CARLTON, RICHARD K., ed. *Forced Labor in the "People's Democracies."* New York, Mid-European Studies Center, Free Europe Committee, 1955. Pp. 248.

A survey of forced labor in communist-dominated countries in Europe. The appendices contain chapters on forced labor in Hungary, Czechoslovakia, Roumania, Bulgaria, Poland and Yugoslavia.

73. CLEWES, WINSTON. *The Human Implications of Work Study.* London, Industrial Welfare Society, 1955. Pp. 13.

The author states: "Work study is (or should be) a means of increasing productivity to the highest level."

74. DUNNILL, FRANK. *The Civil Service: Some Human Aspects.* London, G. Allen & Unwin, 1956. Pp. 226.

Partial contents: Recruitment; Deployment; Conditioning (includes matters affecting training, staff relations, conditions of service and promotion); Methods; Civil Servants and Parliament; Relations with the Law and the Organized Public.

75. HALL, HESSEL DUNCAN. *Studies of Overseas Supply,* by H. Duncan Hall and C. C. Wrigley. With a chapter by J. D. Scott. London, H.M.S.O., and Longmans, Green, 1956. Pp. 537.

Contents: North American Munitions—Kind and Quantity. Problems of Cash Procurement in the United States. Lend Lease Procurement. Allocations and Programs. The Combined Boards. The Combined Raw Materials Board. British War Organization in the United States. Scientific Collaboration between the United Kingdom and North America. The Eastern Hemisphere.

76. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *National Labor Relations Board Procedures and Economic Policy,* by Murray Edelman. Urbana, 1955. Pp. 3-15.

Concerns the recommendations of the U.S. Commission on Organization of the Executive Branch of the Government (the Hoover Commission) regarding the National Labor Relations Board.

77. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Employment of the College Graduate,* by Stephen Habbe, New York, c1956. Pp. 39.

"This report tells how 240 American companies recruit, select, and train college graduates. Recent salaries and salary trends for the past fifteen years are discussed. The ideas and attitudes of company executives on various recruiting practices are included."

78. RIEGEL, JOHN WALLACE. *The Selection and Development of Prospective Foremen.* Ann Arbor, Bureau of Industrial Relations, University of Michigan, 1941.

79. ST. LAWRENCE SEAWAY AUTHORITY. *Annual Report for the Fiscal Year ended December 31, 1955.* Ottawa, Queen's Printer, 1956. Pp. 15.

80. *What makes an Executive? Report of a Round Table on Executive Potential and Performance.* Sponsored by the Columbia University Graduate School of Business. New York, Columbia University Press, 1955. Pp. 179.

This book reports a series of discussions on the selection and training of executives held by a group of 17 outstanding figures in business and public affairs. There were 8 dinner meetings and a full stenographic report was kept of each meeting. Afterwards the reports were edited for publication in this book.

# Labour Statistics

	PAGE
Tables A-1 and A-2—Labour Force .....	1445
Table B-1—Labour Income .....	1446
Tables C-1 to C-6—Employment, Hours and Earnings .....	1447
Tables D-1 to D-5—Employment Service Statistics .....	1451
Tables E-1 to E-4—Unemployment Insurance .....	1457
Tables F-1 and F-2—Prices .....	1459
Tables G-1 and G-2—Strikes and Lockouts .....	1460

## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 18, 1956**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,926	119	440	1,644	2,180	1,055	488
Agricultural.....	948	*	67	194	255	399	27
Non-Agricultural.....	4,978	113	373	1,450	1,925	656	461
Males.....	4,565	101	351	1,297	1,608	839	369
Agricultural.....	870	*	63	189	227	361	24
Non-Agricultural.....	3,695	95	288	1,108	1,381	478	345
Females.....	1,361	18	89	347	572	216	119
Agricultural.....	78	*	*	*	28	38	*
Non-Agricultural.....	1,283	18	85	342	544	178	116
All Ages.....	5,926	119	440	1,644	2,180	1,055	488
14-19 years.....	736	17	54	234	247	136	48
20-24 years.....	741	17	56	233	254	132	49
25-44 years.....	2,627	53	186	735	972	458	223
45-64 years.....	1,579	29	122	390	609	282	147
65 years and over.....	243	*	22	52	98	47	21
<i>Persons with Jobs</i>							
All status groups.....	5,823	114	429	1,598	2,151	1,048	483
Males.....	4,484	96	342	1,262	1,584	834	366
Females.....	1,339	18	87	336	567	214	117
Agricultural.....	946	*	66	193	255	399	27
Non-Agricultural.....	4,877	108	363	1,405	1,896	649	456
Paid Workers.....	4,502	97	327	1,277	1,776	611	414
Males.....	3,314	81	254	968	1,263	441	307
Females.....	1,188	16	73	309	513	170	107
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	103	*	11	46	29	*	*
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,807	141	445	1,396	1,526	855	444
Males.....	773	33	83	201	224	137	95
Females.....	4,034	108	362	1,195	1,302	718	349

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended August 18, 1956		Week Ended July 21, 1956		Week Ended August 20, 1955	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	110	99	111	100	145	136
Without Jobs.....	103	93	102	93	131	123
Under 1 month.....	44	45	45	40	53	53
1- 3 months.....	37	35	35	14	40	40
4- 6 months.....	11	10	10	13	14	13
7-12 months.....	*	*	*	*	*	*
13-18 months.....	*	*	*	*	*	*
19—and over.....	*	*	*	*	*	*
Worked.....	*	*	*	*	14	13
1-14 hours.....	*	*	*	*	*	*
15-34 hours.....	*	*	*	*	10	*

(1) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

\* Less than 10,000.

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1955—August.....	85	351	93	284	256	38	1,107
September.....	84	354	94	287	266	38	1,123
October.....	86	354	100	288	264	39	1,131
November.....	86	354	89	292	268	39	1,128
December.....	85	357	78	293	265	39	1,117
1956—January.....	75	349	71	280	263	39	1,077
February.....	79	358	69	282	264	38	1,090
March.....	70	365	70	284	266	39	1,094
April.....	68	371	79	291	277	40	1,126
May.....	78	377	92	301	281	40	1,169
June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223
August.....	98	379	105	319	286	42	1,229



## C—Employment, Hours and Earnings

Tables C1, to C-3 are based on reports from employers having 15 or more employees—At August 1, employers in the principal non-agricultural industries reported a total employment of 2,835,552.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1953—Jan. 1	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1	105.6	150.3	141.7	60.86	105.7	152.5	143.5	63.11
Apr. 1	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.28
Aug. 1	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.18
Sept. 1	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.24
Oct. 1	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1	114.6	162.2	140.9	60.54	109.8	156.9	142.1	62.47
Feb. 1	112.3	164.0	145.3	62.43	110.2	164.0	147.9	65.05
Mar. 1	113.2	167.3	147.1	63.20	112.3	168.5	149.1	65.57
Apr. 1	113.5	168.4	147.6	63.43	113.4	171.2	150.1	66.02
May 1	115.2	172.3	148.8	63.93	114.1	174.2	151.7	66.70
June 1	119.7	179.0	148.8	63.93	115.4	175.6	151.1	66.46
July 1	124.2	187.6	150.3	64.56	118.0	180.6	152.1	66.89
Aug. 1	125.1	189.3	150.7	64.74	117.7	179.1	151.2	66.49

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1 1956	July 1 1956	Aug. 1 1955	Aug. 1 1956	July 1 1956	Aug. 1 1955
(a) Provinces						
Newfoundland.....	152.8	147.2	143.6	59.17	58.88	55.51
Prince Edward Island.....	122.6	118.9	119.3	48.03	47.49	45.09
Nova Scotia.....	105.9	105.1	98.7	53.45	53.03	51.25
New Brunswick.....	116.3	115.8	106.5	55.21	53.49	51.45
Quebec.....	123.9	124.3	115.0	61.99	61.52	58.49
Ontario.....	123.9	123.7	115.3	67.12	67.06	63.44
Manitoba.....	112.5	110.7	108.6	61.81	61.57	58.84
Saskatchewan.....	130.6	127.6	125.7	62.45	61.12	58.93
Alberta (including Northwest Territories).....	161.7	155.9	143.0	66.70	67.06	62.55
British Columbia (including Yukon).....	128.5	125.1	118.0	70.98	71.75	67.00
Canada.....	125.1	124.2	116.1	64.74	64.56	61.13
(b) Metropolitan Areas						
St. John's.....	128.4	126.5	122.6	49.27	47.63	45.67
Sydney.....	92.0	92.0	85.8	64.37	62.78	61.95
Halifax.....	118.3	117.4	111.3	52.50	52.31	51.75
Saint John.....	97.4	96.1	98.0	50.43	49.69	48.56
Quebec.....	115.4	114.8	111.4	53.75	54.10	51.39
Sherbrooke.....	111.1	111.5	101.8	52.32	52.31	49.46
Three Rivers.....	126.3	124.8	108.8	60.90	61.70	58.77
Drummondville.....	75.5	76.9	73.6	53.37	53.79	51.65
Montreal.....	120.5	121.2	113.6	63.20	62.61	59.73
Ottawa—Hull.....	123.1	122.1	116.5	59.18	59.07	56.37
Peterborough.....	106.8	106.7	96.4	68.77	68.54	63.05
Oshawa.....	174.9	179.9	159.9	73.60	75.98	66.42
Niagara Falls.....	132.7	130.8	126.1	69.57	70.69	67.32
St. Catharines.....	127.7	128.9	117.6	74.58	74.55	71.08
Toronto.....	128.0	129.2	120.2	68.01	67.86	64.56
Hamilton.....	114.9	116.3	107.5	70.25	69.34	65.74
Brantford.....	90.3	89.6	83.6	62.85	62.01	59.70
Galt.....	110.2	109.6	99.6	59.00	58.40	54.58
Kitchener.....	116.0	115.7	105.4	60.34	61.75	59.35
Sudbury.....	137.4	139.3	132.7	80.21	78.02	74.83
London.....	118.7	118.4	114.2	61.23	61.91	58.65
Sarnia.....	141.9	139.6	125.1	83.49	82.00	77.62
Windsor.....	107.5	107.9	106.4	71.05	71.92	67.97
Sault Ste. Marie.....	135.6	134.8	121.4	78.67	78.91	66.79
Ft. William—Pt. Arthur.....	117.4	116.8	113.7	67.16	66.78	63.30
Winnipeg.....	109.1	108.3	106.4	58.29	58.63	56.29
Regina.....	121.9	124.8	119.0	59.86	57.72	55.88
Saskatoon.....	126.7	124.7	123.6	56.88	57.25	55.28
Edmonton.....	187.7	183.7	163.0	63.49	63.68	61.03
Calgary.....	165.4	157.8	152.3	61.72	63.37	59.72
Vancouver.....	121.0	119.2	111.0	67.95	68.82	63.94
Victoria.....	121.4	119.7	118.4	61.73	62.19	60.11

**TABLE C-3. -INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY  
WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1 1956	July 1 1956	Aug. 1 1955	Aug. 1 1956	July 1 1956	Aug. 1 1955
<b>Mining</b> .....	<b>127.5</b>	<b>126.1</b>	<b>116.5</b>	<b>77.51</b>	<b>77.24</b>	<b>73.37</b>
Metal mining.....	130.7	129.3	120.4	79.97	79.68	76.41
Gold (a).....	77.6	77.4	82.6	70.14	70.82	68.77
Other metal (b).....	180.1	177.5	155.6	83.92	83.27	80.19
Fuels.....	113.2	112.9	101.9	76.29	75.95	70.98
Coal.....	66.2	67.0	66.4	60.56	59.82	58.01
Oil and natural gas.....	267.0	262.8	218.8	89.06	89.42	83.97
Non-metal.....	157.4	153.0	144.7	70.87	70.79	67.10
<b>Manufacturing</b> .....	<b>117.7</b>	<b>118.0</b>	<b>111.4</b>	<b>66.49</b>	<b>66.89</b>	<b>63.18</b>
Food and beverages.....	118.2	113.7	114.3	57.68	59.15	55.95
Meat products.....	129.6	128.5	124.3	67.26	68.70	65.75
Canned and preserved fruits and vegetables.....	143.1	102.7	120.8	43.88	48.67	44.10
Grain mill products.....	105.2	105.4	106.8	65.38	64.04	61.44
Bread and other bakery products.....	110.0	110.1	109.8	57.77	58.56	53.79
Biscuits and crackers.....	96.1	97.6	98.5	48.60	48.59	47.38
Distilled and malt liquors.....	112.4	112.9	109.8	74.42	75.84	72.70
Tobacco and tobacco products.....	80.0	82.2	78.3	65.66	64.38	63.06
Rubber products.....	114.7	116.6	110.8	66.93	68.13	63.04
Leather products.....	89.4	88.3	84.6	45.24	44.75	43.17
Boots and shoes (except rubber).....	93.8	91.3	87.6	43.24	42.23	41.63
Textile products (except clothing).....	86.6	87.9	84.8	52.35	52.98	50.86
Cotton yarn and broad woven goods.....	90.4	90.5	86.6	48.75	49.99	47.03
Woollen goods.....	74.5	74.8	71.2	51.09	51.05	49.45
Synthetic textiles and silk.....	85.2	86.8	88.1	58.99	58.63	57.86
Clothing (textile and fur).....	91.1	92.9	88.2	42.93	42.01	41.02
Men's clothing.....	100.0	101.1	93.0	41.60	41.64	39.75
Women's clothing.....	86.8	88.6	85.3	44.95	42.46	41.50
Knit goods.....	79.3	81.1	79.1	42.54	41.90	41.94
Wood products.....	117.1	115.1	113.8	57.12	58.47	56.25
Saw and planing mills.....	122.5	119.8	121.0	58.44	60.55	57.93
Furniture.....	110.7	110.4	104.6	55.87	55.49	53.68
Other wood products.....	104.3	102.4	98.1	52.49	53.32	51.79
Paper products.....	128.4	128.0	122.6	80.67	81.16	76.26
Pulp and paper mills.....	133.2	131.8	127.2	86.62	87.53	81.63
Other paper products.....	116.5	118.9	111.4	64.07	66.88	61.30
Printing, publishing and allied industries.....	114.8	115.3	111.4	71.18	71.95	67.37
Iron and steel products.....	113.3	114.7	103.0	74.73	74.20	70.08
Agricultural implements.....	62.6	64.1	63.8	73.82	72.48	67.83
Fabricated and structural steel.....	151.8	161.8	126.2	79.26	77.25	71.90
Hardware and tools.....	108.3	110.4	101.9	71.13	70.71	65.96
Heating and cooking appliances.....	107.4	105.7	99.3	63.00	65.51	61.05
Iron castings.....	104.8	108.1	95.7	73.00	72.15	70.64
Machinery mfg.....	123.2	123.1	107.7	72.83	72.99	68.10
Primary iron and steel.....	126.6	125.9	112.0	82.69	80.34	75.37
Sheet metal products.....	117.0	117.6	110.4	71.35	72.34	69.80
Transportation equipment.....	141.4	145.3	134.2	73.49	74.31	69.23
Aircraft and parts.....	338.2	354.1	309.3	78.99	78.24	77.01
Motor vehicles.....	139.1	142.0	138.3	77.48	78.93	71.71
Motor vehicle parts and accessories.....	116.0	125.1	123.7	72.84	73.41	69.24
Railroad and rolling stock equipment.....	95.1	95.0	82.8	68.19	69.98	63.38
Shipbuilding and repairing.....	151.2	151.2	134.3	67.54	68.55	66.25
Non-ferrous metal products.....	133.8	134.9	127.2	76.18	75.54	72.71
Aluminum products.....	139.9	139.2	129.9	70.59	71.04	67.14
Brass and copper products.....	110.8	114.3	104.7	69.85	70.18	70.19
Smelting and refining.....	160.5	161.0	153.5	83.43	82.16	78.65
Electrical apparatus and supplies.....	151.8	152.9	133.9	72.33	72.31	68.07
Non-metallic mineral products.....	141.0	140.1	131.1	69.15	69.78	67.14
Clay products.....	120.9	119.9	114.2	64.84	65.79	62.58
Glass and glass products.....	138.5	140.6	134.3	65.78	66.83	64.13
Products of petroleum and coal.....	138.9	137.5	130.2	94.17	95.81	90.15
Chemical products.....	128.6	129.7	121.5	73.88	73.75	70.16
Medicinal and pharmaceutical preparations.....	114.2	116.4	107.8	68.32	67.79	65.05
Acids, alkalis and salts.....	135.5	136.9	127.1	81.22	81.75	78.04
Miscellaneous manufacturing industries.....	107.2	108.5	100.4	57.00	57.20	54.23
<b>Construction</b> .....	<b>154.8</b>	<b>151.5</b>	<b>132.2</b>	<b>70.15</b>	<b>67.44</b>	<b>62.49</b>
Building and structures.....	159.4	149.8	132.8	76.54	74.56	67.25
Building.....	163.6	154.2	133.9	74.99	73.67	66.46
Engineering work.....	141.4	130.9	123.2	84.31	79.07	71.02
Highways, bridges and streets.....	147.4	154.2	131.3	59.06	56.35	54.77
<b>Service</b> .....	<b>134.3</b>	<b>130.9</b>	<b>121.2</b>	<b>42.27</b>	<b>42.28</b>	<b>40.20</b>
Hotels and restaurants.....	132.1	128.1	118.2	35.15	35.28	34.42
Laundries and dry cleaning plants.....	113.8	114.1	107.5	39.17	39.94	37.55
Other service.....	169.8	162.9	151.6	63.09	62.37	58.60
<b>Industrial composite</b> .....	<b>125.1</b>	<b>124.2</b>	<b>116.1</b>	<b>64.74</b>	<b>64.56</b>	<b>61.13</b>



# TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Not available at press time—will be published in December issue)

# TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Not available at press time—will be published in December issue)

# TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Week Preceding:						
July 1, 1955.....	40.9	145.0	59.31	142.2	116.0	122.6
August 1, 1955.....	40.8	145.1	59.20	141.9	116.4	121.9
September 1, 1955.....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955.....	41.5	144.8	60.09	144.1	116.9	123.3
November 1, 1955.....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955.....	41.6	146.1	60.78	145.7	116.9	124.6
January 1, 1956.....	41.4*	147.5	61.07*	146.4	116.8	125.3
February 1, 1956.....	41.2	147.3	60.69	145.5	116.4	125.0
March 1, 1956.....	41.3	148.5	61.33	147.0	116.4	126.3
April 1, 1956.....	41.1	150.5	61.86	148.3	116.6	127.2
May 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6
June 1, 1956.....	40.9	151.9	62.13	149.0	117.8	126.5
July (1) 1, 1956.....	41.2	152.7	62.91	150.8	118.5	127.3

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39.0 and \$57.53.

(1) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
October 1, 1950.....	47,469	17,322	64,791	79,760	53,314	133,074
October 1, 1951.....	52,427	16,205	68,632	79,975	51,003	130,978
October 1, 1952.....	29,058	20,685	49,743	93,699	49,140	142,839
October 1, 1953.....	24,025	17,806	41,831	117,827	53,453	171,280
October 1, 1954.....	16,388	13,018	29,406	170,883	71,561	242,444
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
November 1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March 1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
April 1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
May 1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
June 1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
July 1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
August 1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
September 1, 1956 <sup>(1)</sup> .....	39,324	22,039	61,363	101,718	60,377	162,095
October 1, 1956 <sup>(1)</sup> .....	40,726	21,827	62,553	97,699	59,502	157,201

\* Current vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT AUGUST 31, 1956 <sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				July 31, 1956	August 31, 1955
<b>Agriculture, Fishing, Trapping</b> .....	<b>3,078</b>	<b>386</b>	<b>3,464</b>	—	<b>3,733</b> +
<b>Forestry</b> .....	<b>8,997</b>	<b>9</b>	<b>9,006</b>	—	<b>291</b> +
<b>Mining, Quarrying and Oil Wells</b> .....	<b>1,248</b>	<b>65</b>	<b>1,313</b>	—	<b>49</b> +
Metal Mining.....	699	26	725	+	6 +
Fuels.....	428	24	452	—	6 +
Non-Metal Mining.....	50	5	55	—	16 +
Quarrying, Clay and Sand Pits.....	18	1	19	—	3 +
Prospecting.....	53	9	62	—	30 —
<b>Manufacturing</b> .....	<b>7,873</b>	<b>4,743</b>	<b>12,616</b>	+	<b>2,503</b> +
Foods and Beverages.....	989	924	1,913	+	982 +
Tobacco and Tobacco Products.....	5	13	18	—	4 —
Rubber Products.....	62	34	96	+	22 +
Leather Products.....	158	279	437	+	74 +
Textile Products (except clothing).....	240	219	459	+	77 +
Clothing (textile and fur).....	405	1,811	2,216	+	475 +
Wood Products.....	1,054	143	1,197	+	259 +
Paper Products.....	349	131	480	+	89 +
Printing, Publishing and Allied Industries.....	204	138	342	+	93 +
Iron and Steel Products.....	1,576	234	1,810	+	252 +
Transportation Equipment.....	1,040	114	1,154	—	7 +
Non-Ferrous Metal Products.....	521	98	619	+	80 +
Electrical Apparatus and Supplies.....	516	221	737	+	17 +
Non-Metallic Mineral Products.....	220	49	269	+	41 +
Products of Petroleum and Coal.....	50	24	74	—	5 —
Chemical Products.....	276	125	401	—	27 +
Miscellaneous Manufacturing Industries.....	208	186	394	+	85 +
<b>Construction</b> .....	<b>6,704</b>	<b>198</b>	<b>6,902</b>	+	<b>987</b> +
General Contractors.....	5,200	120	5,320	+	654 +
Special Trade Contractors.....	1,504	78	1,582	+	333 +
<b>Transportation, Storage and Communication</b> .....	<b>2,332</b>	<b>479</b>	<b>2,811</b>	+	<b>570</b> +
Transportation.....	2,058	219	2,277	+	447 +
Storage.....	113	33	146	+	56 +
Communication.....	161	227	388	+	67 +
<b>Public Utility Operation</b> .....	<b>272</b>	<b>62</b>	<b>334</b>	+	<b>28</b> +
<b>Trade</b> .....	<b>4,054</b>	<b>3,673</b>	<b>7,727</b>	+	<b>1,758</b> +
Wholesale.....	1,535	801	2,336	+	349 +
Retail.....	2,519	2,872	5,391	+	1,409 +
<b>Finance, Insurance and Real Estate</b> .....	<b>756</b>	<b>1,111</b>	<b>1,867</b>	+	<b>66</b> +
<b>Service</b> .....	<b>4,201</b>	<b>11,684</b>	<b>15,885</b>	+	<b>1,087</b> +
Community or Public Service.....	469	1,874	2,343	+	276 +
Government Service.....	1,667	581	2,248	+	98 +
Recreation Service.....	151	195	346	—	219 +
Business Service.....	751	495	1,246	—	49 +
Personal Service.....	1,163	8,539	9,702	+	981 +
<b>GRAND TOTAL</b> .....	<b>39,515</b>	<b>22,410</b>	<b>61,925</b>	+	<b>2,926</b> +
					<b>15,363</b>

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT AUGUST 30, 1956 <sup>(1)</sup>**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	2,794	1,077	3,871	2,741	1,164	3,905
Clerical workers.....	2,225	5,329	7,554	6,040	18,138	24,178
Sales workers.....	1,398	1,706	3,104	2,695	7,929	10,624
Personal and domestic service workers..	1,602	9,413	11,015	15,470	9,734	25,204
Seamen.....	19	.....	19	264	.....	264
Agriculture and fishing.....	4,125	178	4,303	1,099	144	1,243
Skilled and semiskilled workers.....	18,919	2,466	21,385	41,616	12,527	54,143
Food and kindred products (inc. tobacco).....	128	37	165	467	335	802
Textiles, clothing, etc.....	213	1,757	1,970	1,405	7,521	8,926
Lumber and lumber products.....	8,525	6	8,531	3,956	133	4,089
Pulp, paper (inc. printing).....	49	35	84	470	298	768
Leather and leather products.....	60	122	182	488	539	1,027
Stone, clay and glass products.....	25	3	28	117	61	178
Metalworking.....	1,725	26	1,751	10,497	840	11,337
Electrical.....	314	31	345	668	865	1,533
Transportation equipment.....	20	.....	20	2,160	99	2,259
Mining.....	532	.....	532	456	.....	456
Construction.....	2,761	.....	2,761	5,142	1	5,143
Transportation (except seamen).....	1,508	25	1,533	5,879	80	5,959
Communications and public utility.....	89	.....	89	211	3	214
Trade and service.....	460	344	804	1,181	889	2,070
Other skilled and semiskilled.....	2,167	69	2,236	6,452	623	7,075
Foremen.....	69	10	79	990	235	1,225
Apprentices.....	274	1	275	1,077	5	1,082
Unskilled workers.....	8,242	1,870	10,112	31,793	10,741	42,534
Food and tobacco.....	569	625	1,194	807	1,741	2,548
Lumber and lumber products.....	1,136	14	1,150	2,986	210	3,196
Metalworking.....	491	81	572	4,416	479	4,895
Construction.....	3,766	.....	3,766	10,112	.....	10,112
Other unskilled workers.....	2,280	1,150	3,430	13,472	8,311	21,783
<b>GRAND TOTAL.....</b>	<b>39,324</b>	<b>22,039</b>	<b>61,363</b>	<b>101,718</b>	<b>60,377</b>	<b>162,095</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT AUGUST 30, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Aug. 30, 1956	Aug. 2, 1956	Sept. 1, 1955	Aug. 30, 1956	Aug. 2, 1956	Sept. 1, 1955
<b>Newfoundland</b> .....	<b>736</b>	<b>659</b>	<b>389</b>	<b>3,432</b>	<b>3,992</b>	<b>4,022</b>
Corner Brook.....	29	31	62	956	970	12,90
Grand Falls.....	18	12	.....	282	303	243
St. John's.....	689	616	327	2,194	2,719	2,489
<b>Prince Edward Island</b> .....	<b>179</b>	<b>245</b>	<b>243</b>	<b>755</b>	<b>848</b>	<b>875</b>
Charlottetown.....	121	97	125	386	465	540
Summerside.....	58	148	118	369	383	335
<b>Nova Scotia</b> .....	<b>1,298</b>	<b>1,240</b>	<b>1,316</b>	<b>6,844</b>	<b>7,549</b>	<b>9,375</b>
Amherst.....	22	23	34	233	311	327
Bridgewater.....	31	28	33	317	438	305
Halifax.....	744	702	929	2,425	2,328	3,027
Inverness.....	.....	.....	.....	146	178	220
Kentville.....	188	132	120	505	616	447
Liverpool.....	51	61	47	98	93	181
New Glasgow.....	158	147	20	696	658	1,232
Springhill.....	6	12	8	100	116	165
Sydney.....	34	65	24	1,705	2,178	2,650
Tyro.....	60	65	93	289	294	405
Yarmouth.....	4	5	8	330	339	416
<b>New Brunswick</b> .....	<b>1,555</b>	<b>1,528</b>	<b>1,206</b>	<b>5,978</b>	<b>6,442</b>	<b>6,977</b>
Bathurst.....	22	24	13	434	454	380
Campbellton.....	92	66	34	340	377	419
Edmundston.....	26	17	12	327	346	297
Fredericton.....	230	396	278	418	399	467
Minto.....	194	156	32	220	256	228
Moncton.....	597	440	347	1,460	1,529	1,573
Newcastle.....	12	14	9	481	473	537
Saint John.....	221	275	356	1,719	1,990	2,430
St. Stephen.....	28	12	9	304	313	323
Sussex.....	11	64	17	108	110	122
Woodstock.....	122	64	99	167	195	201
<b>Quebec</b> .....	<b>17,319</b>	<b>15,343</b>	<b>16,361</b>	<b>46,366</b>	<b>53,822</b>	<b>55,703</b>
Asbestos.....	59	54	52	314	321	256
Beauharnois.....	86	41	37	272	284	214
Buckingham.....	9	5	19	227	212	190
Causapscal.....	718	437	272	580	711	406
Chandler.....	2	34	8	142	181	140
Chicoutimi.....	620	369	362	496	570	530
Dolbeau.....	106	50	224	307	370	248
Drummondville.....	61	42	77	901	1,144	856
Farnham.....	90	105	119	350	457	457
Forestville.....	647	418	602	220	322	272
Gaspé.....	84	65	2	137	198	130
Granby.....	40	39	24	817	1,414	855
Hull.....	77	95	58	929	908	1,116
Joliette.....	105	140	237	903	1,023	992
Jonquière.....	89	127	55	521	655	654
Lachute.....	83	41	29	253	288	251
La Malbaie.....	4	.....	16	134	174	180
La Tuque.....	1,049	579	2,718	226	239	205
Lévis.....	249	261	161	995	1,204	1,218
Louiseville.....	90	73	26	436	535	451
Magog.....	3	5	61	244	217	179
Maniwaki.....	87	114	97	61	83	77
Matane.....	244	243	504	287	348	277
Mégantic.....	60	65	91	162	197	268
Mont-Laurier.....	1	7	31	261	224	429
Montmagny.....	28	28	28	381	438	639
Montréal.....	7,496	6,293	5,959	17,239	19,936	23,471
New Richmond.....	31	27	17	175	247	205
Port Alfred.....	22	32	17	153	246	160
Québec.....	853	924	738	4,565	5,005	5,652
Rimouski.....	129	361	12,86	554	651	387
Rivière du Loup.....	38	40	75	928	976	478
Roberval.....	119	95	24	202	263	246
Rouyn.....	418	374	215	930	1,267	647
Ste. Agathe.....	28	44	61	128	106	196
Ste. Anne de Bellevue.....	136	138	74	230	260	298
Ste. Thérèse.....	113	98	100	513	556	548
St. Georges Est.....	786	854	133	469	603	495
St. Hyacinthe.....	45	38	94	703	871	799
St. Jean.....	79	60	97	726	775	796
St. Jérôme.....	23	45	39	461	424	485
Ville d'Alma.....	43	36	161	646	608	1,404
Sept Îles.....	115	85	210	211	404	102
Shawinigan Falls.....	43	40	49	997	1,332	1,147
Sherbrooke.....	248	258	282	1,357	1,710	1,642
Sorel.....	56	84	12	756	759	758
Thetford Mines.....	78	52	29	533	650	576

**TABLE D-4.—UNFILED VACANCIES AND LIVE APPLICATIONS AT AUGUST 30, 1956**

(SOURCE: U.I.C. 757)

Office	Unfiled Vacancies <sup>(2)</sup>			Live Applications		
	(1) Aug. 30, 1956	Previous Month Aug. 2, 1956	Previous Year Sept. 1, 1955	(1) Aug. 30, 1956	Previous Month Aug. 2, 1956	Previous Year Sept. 1, 1955
<b>Quebec—Con.</b>						
Trois-Rivieres.....	504	493	347	1,388	1,544	1673
Val d'Or.....	1,053	1,279	299	622	696	659
Valleyfield.....	94	69	64	785	649	745
Victoriaville.....	78	87	69	537	670	594
<b>Ontario</b>	<b>19,890</b>	<b>22,980</b>	<b>13,698</b>	<b>67,033</b>	<b>65,196</b>	<b>71,466</b>
Arnprior.....	40	33	12	97	88	106
Barrie.....	214	200	143	689	618	630
Belleville.....	54	36	27	462	530	807
Bracebridge.....	122	98	60	153	171	204
Brampton.....	53	71	24	353	298	338
Brantford.....	116	328	187	1,865	1,778	1,387
Brockville.....	33	24	31	119	191	180
Carleton Place.....	9	12	1	79	75	109
Chatham.....	479	500	377	992	1,328	788
Cobourg.....	13	82	14	410	347	257
Collingwood.....	27	41	26	343	359	548
Cornwall.....	187	176	202	1,058	1,005	1410
Fort Erie.....	48	77	30	256	298	213
Fort Frances.....	70	67	5	72	77	135
Fort William.....	464	586	320	550	763	614
Galt.....	109	142	66	377	536	447
Gananoque.....	21	8	13	94	118	74
Goderich.....	62	46	18	200	131	199
Guelph.....	197	125	153	644	644	832
Hamilton.....	1,231	952	984	5,814	4,773	5,150
Hawkesbury.....	21	11	27	156	145	178
Ingersoll.....	387	1,683	46	156	243	136
Kapuskasing.....	528	544	54	119	158	207
Kenora.....	211	63	80	129	130	166
Kingston.....	146	158	166	569	708	742
Kirkland Lake.....	321	465	95	275	331	325
Kitchener.....	203	111	130	771	1,234	1,036
Leamington.....	56	58	66	542	644	314
Lindsay.....	57	50	75	294	239	339
Listowel.....	69	59	26	66	84	125
London.....	1,354	1,221	721	1,848	2,400	1,839
Midland.....	33	20	18	175	159	216
Napanee.....	28	8	4	134	104	155
New Toronto.....	331	209	239	1,328	1,353	1,340
Niagara Falls.....	208	176	114	457	524	511
North Bay.....	68	45	80	298	336	513
Oakville.....	223	242	190	455	206	374
Orillia.....	46	44	68	334	237	333
Oshawa.....	222	183	156	2,619	1,763	1,979
Ottawa.....	1,200	1,267	1,138	1,989	2,084	2,347
Owen Sound.....	81	77	54	490	557	499
Parry Sound.....	4	5	4	42	60	90
Pembroke.....	345	400	241	449	493	738
Perth.....	63	38	26	128	126	122
Peterborough.....	160	183	45	989	1,090	1,375
Pictou.....	16	16	3	110	123	89
Port Arthur.....	909	963	301	526	641	942
Port Colborne.....	35	39	2	230	195	256
Prescott.....	27	39	97	142	210	393
Renfrew.....	39	31	16	117	129	288
St. Catharines.....	143	92	250	1,859	1,460	1,349
St. Thomas.....	497	340	89	309	451	349
Sarnia.....	168	152	101	804	843	1,037
Sault Ste. Marie.....	446	382	167	544	592	639
Simcoe.....	211	2,721	172	118	345	123
Sioux Lookout.....	20	19	19	42	46	92
Smiths Falls.....	15	4	26	119	126	235
Stratford.....	72	45	28	336	344	293
Sturgeon Falls.....	6	.....	3	240	256	416
Sudbury.....	524	503	216	795	937	947
Timmins.....	177	588	54	520	462	795
Toronto.....	5,770	5,102	4,627	14,383	15,216	19,656
Trenton.....	73	72	159	370	452	375
Walkerton.....	50	49	48	153	202	186
Wallaceburg.....	16	15	19	295	369	169
Welland.....	103	61	64	389	540	554
Weston.....	321	403	291	1,021	1,011	1,101
Windsor.....	288	258	357	13,849	10,432	10,618
Woodstock.....	50	162	33	323	269	157
<b>Manitoba</b>	<b>4,261</b>	<b>3,658</b>	<b>2,514</b>	<b>6,748</b>	<b>8,088</b>	<b>8,338</b>
Brandon.....	432	309	224	385	444	449
Dauphin.....	53	53	37	130	171	181
Elgin Flon.....	170	140	40	89	87	120
Portage la Prairie.....	93	83	56	230	262	236
The Pas.....	65	37	14	36	41	42
Winnipeg.....	3,448	3,036	2,143	5,878	7,083	7,310



TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT AUGUST 30, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) Aug. 30, 1956	Previous Month Aug. 2, 1956	Previous Year Sept. 1, 1955	(1) Aug. 30, 1956	Previous Month Aug. 2, 1956	Previous Year Sept. 1, 1955
<b>Saskatchewan</b> .....	<b>3,401</b>	<b>2,321</b>	<b>1,717</b>	<b>3,179</b>	<b>3,639</b>	<b>3,771</b>
Estevan.....	225	75	100	35	69	65
Moose Jaw.....	514	339	256	286	313	357
North Battleford.....	230	109	65	196	198	240
Prince Albert.....	155	113	87	412	401	565
Regina.....	694	626	386	891	1,209	894
Saskatoon.....	824	496	432	880	881	1,014
Swift Current.....	409	320	209	114	122	127
Weyburn.....	135	91	49	48	58	69
Yorkton.....	215	152	133	317	388	440
<b>Alberta</b> .....	<b>6,105</b>	<b>5,151</b>	<b>3,781</b>	<b>5,137</b>	<b>6,117</b>	<b>6,746</b>
Blairmore.....	89	95	21	90	87	126
Calgary.....	1,585	1,289	1,207	1,903	2,277	2,586
Drumheller.....	69	21	36	151	180	152
Edmonton.....	2,394	1,784	1,968	2,103	2,526	2,709
Edson.....	1,131	1,155	39	104	112	83
Lethbridge.....	316	319	280	363	392	409
Medicine Hat.....	294	354	109	235	316	435
Red Deer.....	227	134	121	188	227	246
<b>British Columbia</b> .....	<b>6,619</b>	<b>4,706</b>	<b>4,631</b>	<b>16,623</b>	<b>18,996</b>	<b>18,410</b>
Chilliwack.....	81	42	60	380	485	368
Courtenay.....	134	81	83	237	426	291
Cranbrook.....	46	33	9	121	158	163
Dawson Creek.....	137	81	35	38	129	384
Duncan.....	172	69	50	541	549	681
Kamloops.....	334	252	189	214	226	243
Kelowna.....	747	12	52	229	273	248
Kitimat.....	408	430	.....	110	133	.....
Mission City.....	40	41	313	273	269	224
Nanaimo.....	59	37	62	798	833	954
Nelson.....	96	33	24	150	292	187
New Westminster.....	360	315	255	2,189	2,217	2,105
Penticton.....	34	36	18	154	244	146
Port Alberni.....	94	117	46	249	583	548
Prince George.....	370	292	233	349	445	487
Prince Rupert.....	149	83	479	222	205	256
Princeton.....	20	22	21	44	49	54
Trail.....	28	25	37	337	350	194
Vancouver.....	2,661	2,118	1,799	8,293	8,866	8,940
Vernon.....	110	77	381	144	202	170
Victoria.....	434	407	377	1,488	1,940	1,607
Whitehorse.....	105	103	108	63	122	160
<b>Canada</b> .....	<b>61,363</b>	<b>57,831</b>	<b>45,856</b>	<b>162,095</b>	<b>174,689</b>	<b>185,683</b>
Males.....	39,324	38,195	26,320	101,718	105,417	121,945
Females.....	22,039	19,636	19,536	60,377	69,272	63,738

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (8 months).....	608,706	401,831	206,875	42,232	139,941	215,258	116,454	94,821
1956 (8 months).....	704,112	506,606	197,506	45,353	166,191	253,857	143,640	95,071

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, AUGUST 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability Days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	2.3	670	10,208 (476)	194,370
Prince Edward Island.....	.5	131	2,404 (145)	40,046
Nova Scotia.....	5.1	2,294	22,637 (2,019)	392,337
New Brunswick.....	4.7	1,665	20,641 (2,090)	381,112
Quebec.....	33.9	15,488	148,960 (31,647)	2,643,466
Ontario.....	38.5	26,077	169,211 (23,086)	3,128,762
Manitoba.....	4.4	1,385	19,313 (2,526)	335,101
Saskatchewan.....	2.0	516	8,655 (1,333)	150,967
Alberta.....	2.8	995	12,397 (2,085)	226,625
British Columbia.....	8.5	3,961	37,299 (6,288)	677,778
Total, Canada, August/56.....	102.7	53,182	451,725 (71,695)	8,170,564
Total, Canada, July/56.....	104.0	37,544	436,797 (68,422)	9,930,856
Total, Canada, August/55.....	110.6	61,386	2,906,901 (74,138)†	8,727,318

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

‡ Days.

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, AUGUST 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)									August 31, 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
CANADA.....	132,276*	30,023	14,295	17,189	18,183	13,136	10,019	8,047	21,384	152,782
MALE.....	82,717	21,247	10,403	12,021	9,699	6,698	5,452	4,676	12,521	101,261
FEMALE.....	49,559	8,776	3,892	5,168	8,484	6,438	4,567	3,371	8,863	51,521
Newfoundland.....	2,929	517	267	289	404	308	261	296	587	3,340
Male.....	2,506	437	239	254	347	264	226	260	479	3,026
Female.....	423	80	28	35	57	44	35	36	108	314
Prince Edward Island.....	524	60	41	44	119	71	58	42	89	573
Male.....	319	38	23	28	78	46	43	18	45	400
Female.....	205	22	18	16	41	25	15	24	44	173
Nova Scotia.....	6,637	1,360	480	608	1,034	813	711	604	1,027	8,973
Male.....	5,198	1,107	380	470	818	637	540	503	743	7,398
Female.....	1,439	253	100	138	216	176	171	101	284	1,575
New Brunswick.....	5,658	1,097	510	550	895	673	648	463	822	6,056
Male.....	4,014	853	361	390	610	489	466	339	506	4,650
Female.....	1,644	244	149	160	285	184	182	124	316	1,406
Quebec.....	38,778	7,892	3,425	4,481	5,966	4,553	3,329	2,660	6,472	47,294
Male.....	21,755	4,952	2,172	2,676	3,067	2,160	1,654	1,418	3,656	29,740
Female.....	17,023	2,940	1,253	1,805	2,899	2,393	1,675	1,242	2,816	17,554
Ontario.....	56,899	14,673	7,910	9,226	6,750	4,609	3,367	2,670	7,694	58,363
Male.....	37,513	11,103	6,190	7,159	3,388	2,095	1,709	1,449	4,420	37,741
Female.....	19,386	3,570	1,720	2,067	3,362	2,514	1,658	1,221	3,274	20,622
Manitoba.....	4,715	749	277	467	719	483	406	325	1,289	5,905
Male.....	2,083	319	111	197	276	192	194	148	646	3,234
Female.....	2,632	430	166	270	443	291	212	177	643	2,671
Saskatchewan.....	2,020	225	160	201	317	198	160	147	612	2,563
Male.....	941	95	67	84	127	74	75	80	339	1,477
Female.....	1,079	130	93	117	190	124	85	67	273	1,086
Alberta.....	3,607	672	296	345	520	390	389	280	815	6,779
Male.....	2,215	405	178	204	266	236	189	188	549	5,055
Female.....	1,392	267	118	141	254	154	100	92	266	1,694
British Columbia.....	10,509	2,778	929	978	1,459	1,038	790	560	1,977	12,936
Male.....	6,173	1,938	682	559	722	505	356	273	1,138	8,510
Female.....	4,336	840	247	419	737	533	434	287	839	4,426

\* This total, which includes disability claimants, is comparable to former totals of ordinary, short-time and temporary lay-off claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
AUGUST 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Provinces	Claims filed at Local Offices			Disposal of Claims (Regular Benefit) and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,150	784	366	1,286	749	537	323
Prince Edward Island.....	169	114	55	174	116	58	50
Nova Scotia.....	3,441	2,260	1,181	3,826	2,802	1,024	884
New Brunswick.....	2,371	1,460	911	2,405	1,689	716	627
Quebec.....	18,800	11,991	6,809	20,711	14,579	6,132	4,149
Ontario.....	39,160	22,945	16,215	39,163	32,307	6,856	8,881
Manitoba.....	1,716	1,149	567	1,921	1,379	542	220
Saskatchewan.....	721	505	216	775	537	238	117
Alberta.....	1,492	931	561	1,570	1,072	498	341
British Columbia.....	5,972	3,359	2,613	6,563	4,670	1,893	1,063
Total, Canada, August/56.....	74,992	45,498	29,494	78,394	59,900	18,494	16,655
Total, Canada, July/56.....	73,547	45,740	27,807	66,910	50,091	16,819	20,057
Total, Canada, August/55.....	88,627	49,283	39,344	93,448	70,464	22,984	19,712

\* In addition, revised claims received numbered 15,910.

† In addition, 15,885 revised claims were disposed of. Of these, 1,382 were special requests not granted and 749 were appeals by claimants. There were 1,966 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1955—July.....	3,405,000	3,218,700	186,300
August.....	3,412,000	3,244,300	167,700
September.....	3,456,000	3,303,200	152,800
October.....	3,457,000	3,311,600	145,400
November.....	3,469,000	3,305,900	163,100
December.....	3,517,000	3,297,200	219,800
1956—January.....	3,600,000	3,211,900	388,100†
February.....	3,613,000	3,136,100	476,900†
March.....	3,666,000	3,155,000	511,000†
April.....	3,675,000	3,163,900	511,100†
May.....	3,502,000	3,209,900	292,100
June.....	3,519,000	3,330,100	188,900
July.....	3,601,000	3,465,000	136,000

\* Claimants having an unemployment register in the live file last working day of preceding month. The series prior to November 1955 has been revised to include all claimants (ordinary, short-time and temporary lay-off).

† Includes seasonal benefit claimants.



## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	108.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6
July.....	118.5	114.4	132.7	108.6	116.7	121.1
August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1956**

(1949 = 100)

Source: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Sept. 1955	August 1956	Sept. 1956					
(1) St. John's, Nfld.....	105.1	110.2	107.3	104.9	110.1	100.0	105.6	114.6
Halifax.....	115.2	117.6	117.2	109.9	126.8	115.2	121.5	121.2
Saint John.....	118.1	120.3	119.6	114.1	130.1	116.8	119.1	124.7
Montreal.....	117.1	118.9	118.8	116.4	138.0	107.2	114.8	121.1
Ottawa.....	117.5	120.4	120.0	114.2	138.9	111.6	115.2	124.7
Toronto.....	119.2	122.0	121.7	114.6	148.9	111.1	116.7	123.0
Winnipeg.....	116.5	117.0	117.5	112.9	127.8	113.1	114.1	121.6
Saskatoon—Regina.....	115.4	116.2	116.8	115.8	118.1	115.0	117.6	117.0
Edmonton—Calgary.....	115.2	116.1	116.8	114.0	121.2	112.7	118.2	119.9
Vancouver.....	118.1	119.6	120.5	116.6	128.9	112.5	128.8	120.8

N.B.—Indexes above measure percentage changes in Prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951=100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-SEPTEMBER  
1955, 1956†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1956*						
January.....	13†	13	17,335†	17,335	338,340	0.38
February.....	12	22	3,884	20,144	234,795	0.27
March.....	12	22	2,324	3,243	16,875	0.02
April.....	14	20	2,500	2,772	10,050	0.01
May.....	29	33	16,420	17,855	136,510	0.16
June.....	23	36	9,576	16,815	77,775	0.09
July.....	32	39	8,260	9,193	57,820	0.07
August.....	32	52	9,387	13,463	87,710	0.10
September.....	24	48	9,631	14,069	111,200	0.13
Cumulative.....	191		79,317		1,071,075	0.13
1955						
January.....	18†	18	12,179†	12,179	218,985	0.25
February.....	5	12	346	2,843	20,669	0.02
March.....	7	13	1,778	2,297	15,752	0.02
April.....	16	21	1,821	2,656	25,369	0.03
May.....	9	17	2,237	3,200	40,500	0.05
June.....	24	32	5,216	6,730	47,510	0.05
July.....	19	33	7,869	10,924	95,975	0.11
August.....	15	26	2,501	6,449	92,225	0.11
September.....	17	34	18,583	23,176	214,090	0.24
Cumulative.....	130		52,530		771,075	0.10

\* Preliminary figures.

† Strikes unconcluded at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees of for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, SEPTEMBER 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to September 1956					
MINING— Gold miners, Sullivan, Que.	1	186	4,000	July 12	For a union agreement providing for increased wages, reduced hours, non-wage benefits and union security, and alleged discrimination in dismissal of two workers; unconcluded.
Silver miners, Cobalt, Ont.	1	200	1,200	Aug. 2	For a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, pay for two additional statutory holidays and improved welfare plan, following conciliation; concluded September 8; conciliation; compromise.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Flour mill workers, Humberstone, Ont.	1	220	4,100	Aug. 8	For a new agreement providing for increased wages, time-and-one-half for Saturday work and improved welfare plan, following reference to conciliation board; unconcluded.
<i>Textiles, Clothing, etc.—</i> Cotton, jute and paper bag factory workers, Vancouver, B.C.	1	26	400	July 17	For a new agreement providing for increased wages in textile department to parity with paper department, following reference to conciliation board; unconcluded.
Textile factory workers, Montmagny, Que.	1	453	10,000	July 30	For a new agreement providing for increased wages, adjustment of job classifications and other changes, following reference to arbitration board; unconcluded.
Hosiery factory workers, Sherbrooke, Que.	1	65	130	July 31	Protesting reduction in wages and for union recognition; concluded September 4; civic conciliation; in favour of workers.
Textile factory workers, Ste. Rose, Que.	1	40	960	Aug. 14	Protesting elimination of production bonus; unconcluded.
Hosiery factory workers, St. Jean, Que.	1	93	2,200	July 16	Protest against shut-down of two knitting machines with lay-off of five workers; unconcluded.
Carpet factory workers, Brantford, Ont.	1	218	4,100	Aug. 23	For a new agreement providing for increased wages, reduced hours from 45 to 40 per week with same take-home pay and other changes, following reference to conciliation board; unconcluded.
Textile and knitted goods factory workers, St. Jerome, Que.	(3) 1	742	15,000	Aug. 28	For a new agreement providing for increased wages and other changes, following reference to arbitration board unconcluded.



**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, SEPTEMBER 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to September 1956—Con.					
Printing and Publishing— Printing plant workers, Toronto, Ont.	1	138	2,500	Aug. 31	For a new agreement providing for increased wages, union shop and check-off, following reference to conciliation board; unconcluded
Miscellaneous Wood Products— Planing mill workers, Marlboro, Kinuso, Barrhead and Blueridge, Alta.	(4) 4	78	1,800	Aug. 14	For a union agreement providing for increased wages, reduced hours from 54 to 48 per week with same take-home pay and union security, following reference to conciliation board; unconcluded.
Metal Products— Electrical apparatus factory workers, Toronto, Ont.	1	265	4,000	May 3	For a new agreement providing for increased wages, and pension plan, following reference to conciliation board; concluded September 25; negotiations; compromise
Hydraulic equipment factory workers, Montreal, Que.	1	(5) 30	500	Aug. 9	Alleged discrimination in dismissal of workers following decertification of union; unconcluded.
Electroplating factory workers, Hamilton, Ont.	1	25	475	Aug. 21	Alleged discrimination in dismissal of workers; unconcluded.
Metal pad factory workers, Hamilton, Ont.	1	19	400	Aug. 23	For union recognition, following reference to conciliation board; unconcluded.
Electrical apparatus factory workers, Brockville, Ont.	1	561	9,500	Aug. 30	For a new agreement providing for increased wages and non-wage benefits, following reference to conciliation board; concluded September 26; conciliation; compromise.
CONSTRUCTION— Buildings and Structures— Plasterers, Hamilton, Ont.	1	(6) 26	150	Aug. 31	Alleged delay in negotiations for a new agreement providing for increased wages and other changes; concluded September 11; negotiations; compromise.
TRANSPORTATION AND PUBLIC UTILITIES— Water— Stevedores, Botwood, Nfld.	1	451	900	Aug. 31	Dispute over specified time for loading ships; concluded September 3; negotiations; in favour of workers.
TRADE— Soft drink route salesmen and warehouse workers, Hamilton, Ont.	1	11	200	July 24	For a union agreement providing for increased wages, following conciliation; unconcluded.
Soft drink route salesmen and ware- house workers, Sydney, N.S.	1	10	240	Aug. 8	For union recognition and agreement providing for increased wages and union security; unconcluded.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, SEPTEMBER 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to September 1956—Con.					
Ready-mix concrete drivers and warehousemen, Toronto, Ont.	4	(7) 537	9,600	Aug. 29	For a new agreement (with different Local of same Union) providing for in- creased wages and fringe benefits, following concili- ation; concluded September 22; negotiations; compromise
SERVICE— <i>Business and Personal—</i> Hotel employees, Leamington, Ont.	1	16	350	July 27	For union recognition and agreement, following concili- ation; unconcluded.
Garage mechanics and helpers, Courtenay, B.C.	4	28	600	Aug. 9	For a new agreement pro- viding for increased wages, union shop and pay for an additional statutory holiday, following reference to con- ciliation board; unconcluded.
Strikes and Lockouts Commencing During September 1956					
LOGGING— Loggers, Kelsey Bay, B.C.	1	189	1,700	Sept. 14	For guaranteed 8-hour day for operations on early shift due to fire hazard, job reclas- sifications and increased wages for certain classes; concluded September 26; negotiations; compromise.
MINING— Coal miners, Nacmire, Alta.	1	114	340	Sept. 11	For installation of man-trip from surface to work place in mine; concluded Septem- ber 13; negotiations; in favour of workers.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Food processing factory workers, Essex, Ont.	1	217	215	Sept. 10	Protest against supervisor starting a machine; conclud- ed September 10; negoti- ations; in favour of em- ployer.
<i>Boots and Shoes (Leather)</i> Shoe factory workers, Quebec, Que.	1	(8) 20	300	Sept. 13	For a separate agreement pro- viding for increased wages, closed shop and fringe bene- fits, following reference to arbitration board; uncon- cluded.
Shoe factory workers, L'Assomption, Que.	1	75	750	Sept. 19	For a new agreement pro- viding for increased wages and fringe benefits, following conciliation; unconcluded.
<i>Metal Products—</i> Steel fabricators and erectors, Windsor, Ont.	1	550	3,500	Sept. 20	Protesting six-month suspen- sion of union officer for infraction of rules; uncon- cluded.
Foundry workers, Port Colborne, Ont.	1	159	795	Sept. 24	For a new agreement pro- viding for improved pension plan and seniority rights and protesting dismissal of a worker off on extended sick leave; unconcluded.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, SEPTEMBER 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During September 1956—Con.					
Washing machine and boiler factory workers, Toronto, Ont.	1	1,273	6,300	Sept. 24	For a new agreement providing for increased wages and co-operative wage study, pending report of conciliation board; unconcluded.
Electrical apparatus factory workers, St. Catharines, Ont.	1	560	2,700	Sept. 24	For a new agreement providing for increased wages and co-operative wage study, pending report of conciliation board; unconcluded.
Motor vehicle factory workers, Windsor, Ont.	1	2,000	4,000	Sept. 27	Protest against new work standards; unconcluded.
Non-Metallic Minerals, Chemicals, etc.— Resin and plastic factory workers, Shawinigan Falls, Que.	1	(9) 274	1,370	Sept. 24	For a new agreement providing for increased wages, reduced hours from 42 to 40 per week with same take-home pay, job reclassification and fringe benefits; unconcluded.
CONSTRUCTION— Buildings and Structures— Electricians, and helpers, Halifax, N.S.	.....	250	2,250	Sept. 4	For implementation of award of conciliation board for increased wages and fringe benefits in new agreement under negotiations; concluded September 14; negotiations; compromise.
Power machine operators, labourers and truck drivers, Clarkson, Ont.	2	(10) 282	280	Sept. 21	Protesting replacement of two union workers when power machine borrowed; concluded September 21; negotiations; in favour of workers.
Electricians and helpers, Montreal, Que.	.....	1,650	1,650	Sept. 24	For a new agreement providing for increased wages, double time for overtime and improved vacation plan, pending report of arbitration board; concluded September 24; return of workers pending report of arbitration board; indefinite.
Electricians and helpers, Kitimat, B.C.	1	(11) 176	80	Sept. 28	For a new agreement providing for increased wages retroactive to April 1, 1956 and pay for nine statutory holidays, following reference to conciliation board; unconcluded.
Highway— Labourers, Swansea, Ont.	2	62	735	Sept. 4	For a new agreement providing for increased wages and union shop; concluded by September 21; negotiations; in favour of workers.
Miscellaneous— Pipe line construction welders, Merritt, B.C.	1	21	150	Sept. 9	For pay for one extra hour for travelling time; concluded September 14; return of workers and replacement; in favour of employer.



**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, SEPTEMBER 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts Commencing During September 1956—Con.					
Tunnel, dam and road construction workers, Garibaldi, Squamish and West Portal, B.C.	.....	400	5,000	Sept. 12	Inter-union dispute as to ba- gaining agency; unconcluded.
TRANSPORTATION AND PUBLIC UTILITIES— Water Transport— Stevedores and office clerks, Port Alfred, Que.	1	(12) 866	1,500	Sept. 27	For a greater increase in wages than recommended by arbi- tration board in new agree- ment under negotiations; un- concluded.
TRADE— Builders supplies jobbers, Jasper Place, Alta.	1	16	270	Sept. 8	For a union agreement pro- viding for increased wages, non-wage benefits and union security, following reference to arbitration board; un- concluded.
Butchers, Joliette, Que.	1	5	90	Sept. 8	Alleged discrimination in dis- missal of a union officer; un- concluded.
Lumber jobbers, Fort William and Port Arthur, Ont.	12	(13) 88	835	Sept. 18	For a new agreement providing for increased wages, reduced hours from 44 to 40 per week with same take-home pay, union shop, seniority and fringe benefits, following re- ference to conciliation board; concluded September 29; negotiations; compromise.
Department store clerks, Sudbury, Ont.	1	41	285	Sept. 22	For implementation of award of conciliation board for increased wages in new agreement under negotia- tions; unconcluded.
SERVICE— Business and Personal— Garage mechanics and helpers, Victoria, B.C.	10	343	2,800	Sept. 5	For a new agreement pro- viding for increased wages, union shop, check-off, guaran- teed 40-hour week and pay for nine statutory holidays, following reference to concili- ation board; concluded Sept- ember 15; negotiations; com- promise.

<sup>(1)</sup> Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

<sup>(2)</sup> In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

<sup>(3)</sup> 167 indirectly affected; <sup>(4)</sup> 56 indirectly affected; <sup>(5)</sup> 120 indirectly affected; <sup>(6)</sup> 12 indirectly affected; <sup>(7)</sup> 5,000 indirectly affected; <sup>(8)</sup> 10 indirectly affected; <sup>(9)</sup> 54 indirectly affected; <sup>(10)</sup> 140 indirectly affected; <sup>(11)</sup> 4,708 indirectly affected; <sup>(12)</sup> 78 indirectly affected; <sup>(13)</sup> 15 indirectly affected.

# Here's VALUE

**A 50% Reduction under This Special  
GROUP SUBSCRIPTION OFFER**

**A 12 MONTHS' SUBSCRIPTION**

**TO THE**

**LABOUR GAZETTE**

**For  
Only**

**\$1.00**

**Per  
Subscription**

**FOR GROUPS OF FIVE OR MORE SUBSCRIBERS**

Cut the regular price in half by ordering five or more subscriptions at the same time. This offer is designed so that a union local can subscribe for its members, a company for its foremen and personnel officers, a university class for all students in labour relations, labour law, or labour economics



**A list of names and addresses of subscribers must accompany each order**  
(A form is provided on the facing page)



Send remittance by cheque, postal note or money order, payable to the  
Receiver General of Canada, to Circulation Manager, LABOUR GAZETTE,  
Department of Labour, Ottawa

Circulation Manager  
THE LABOUR GAZETTE  
Department of Labour  
OTTAWA, Canada

**SPECIAL GROUP SUBSCRIPTION OFFER (5 OR MORE SUBSCRIPTIONS)**

Please send the LABOUR GAZETTE to the following persons:

I am enclosing the amount of ..... (\$1.00 per subscription).



## QUEEN'S PRINTER DEPOSIT ACCOUNTS

### An Easy Way to Subscribe for Labour Department Publications

*Labour Gazette* readers who regularly purchase publications of the Department of Labour (see list opposite) may find it useful to make use of a Queen's Printer's deposit account. This account removes the necessity of making small individual remittances. The minimum deposit is ten dollars (\$10.00). Orders are charged to the account and statements on the status of the account are sent out regularly.

All the Department's publications may be ordered through a deposit account to be received as they are issued. Alternatively, the customer may specify the particular publications he wants to receive.

The one account may be used, of course, to order other government publications. Make remittances payable to the Receiver-General of Canada and send to the Queen's Printer, c/o Superintendent of Government Publications, Ottawa. An order blank is provided below.

The Queen's Printer,  
c/o Superintendent of Government Publications,  
Ottawa, Ontario

I enclose a remittance for ten dollars (\$10.00) and wish to receive Department of Labour publications regularly. Please give me a deposit account and send me the publications checked below:

---



---

All Department of Labour publications	
---------------------------------------	--

The following publications only:

The Labour Gazette.....	
Annual Report of the Department of Labour.....	
Annual Report on Labour Organization in Canada.....	
Labour Legislation in Canada.....	
Strikes and Lockouts in Canada.....	
Annual Report on Wage Rates and Hours of Labour.....	
Provincial Labour Standards.....	
Workmen's Compensation in Canada.....	
Working and Living Conditions in Canada.....	

Name.....

Address.....

.....

## manpower and labour relations

### REVIEW

Economics and Research Branch, Department of Labour, Canada

#### Current Manpower Situation

**A**FTER two years of rapid expansion, economic activity in Canada continues to show few signs of slackening. It now appears likely that the gross national product in 1956 will approach \$30 billion, a gain of about 10 per cent over 1955. The resulting employment increase will probably average out to about 4 per cent. During November the post-harvest seasonal employment decline was well underway but it was evidently much more gradual than usual because of the continued buoyancy in non-agricultural industries. In the week ended November 17, persons with jobs were estimated at 5,630,000, some 44,000 fewer than a month earlier, but 211,000 more than in November 1955.

The prolonged harvest season came to an end during the month and with it a sharp decline in farm employment. Persons with jobs on farms declined by an estimated 101,000 between mid-October and mid-November. In non-farm industries, on the other hand, employment increased by an estimated 57,000 to a total 246,000 higher than that for November 1955. Most of this gain reflected the beginning of the pre-Christmas rush of activity in trade and service. It also reflected the hiring in automobile and parts industries, which have been slow in increasing employment following the model change-over this year.

Unemployment rose seasonally in November but remained lower than last year. The number of persons without jobs and seeking work, which dropped to a low of 97,000 in September and 98,000 in October, rose to 135,000 in November. The November figure represented 2.3 per cent of the labour force, compared with 2.9 per cent a year earlier.

The increase in employment over the past twelve months has been shared by almost all non-agricultural industries, construction showing the largest relative gain. Expansion in construction has been largely concentrated in the industrial and engineering fields and it appears likely that some parts of the ambitious program planned for 1956 will have to be carried forward into 1957. Residential construction, on the other hand, has slackened off, and a marked decline in the number of housing starts in recent months indicates a larger drop than usual in residential construction during the winter months.

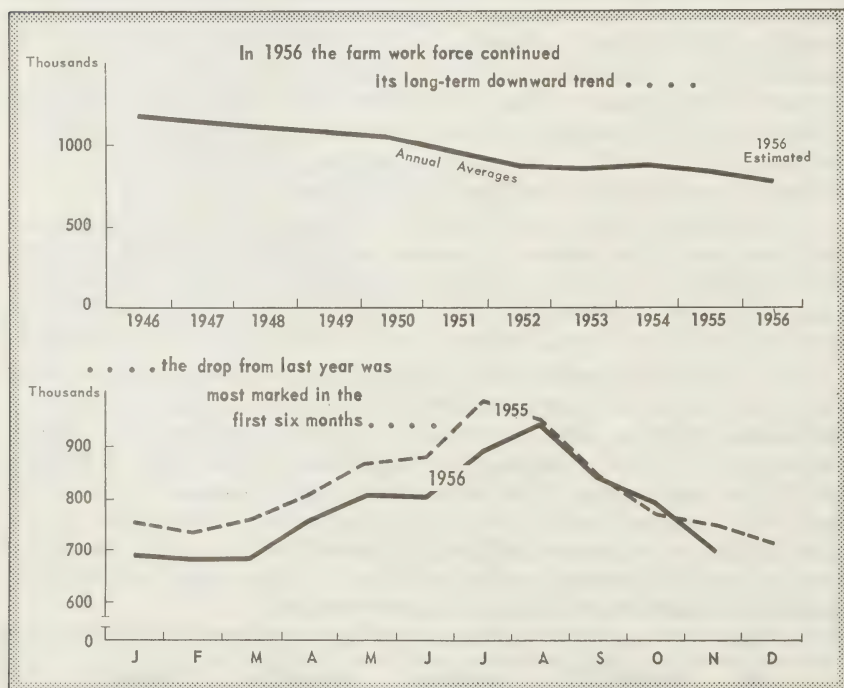
**A      Monthly      Labour      Gazette      Feature**

## Farm Labour in 1956

One of the more remarkable developments of the past two years has been the accelerated increase in non-farm employment, the correspondingly greater decline in the farm labour force, and the increasing degree of farm labour shortages during the harvest period. These facts were brought out clearly in the reports of provincial delegates attending the fourteenth annual Federal-Provincial Farm Labour Conference, which met in Ottawa early in December. Farm production has been maintained and increased only through the continued mechanization of operations, the more efficient use of available labour and the fuller use of all possible sources of labour supply.

The recent movement of people from farming into other more lucrative pursuits is not new, although the transfer has never been as large. In the eight years before 1954, non-agricultural employment rose at an average annual rate of 102,000; in this period the annual net shift of workers out of agriculture was about 40,000. In each of the past two years, however, non-agricultural employment has grown by more than 200,000 and the average outflow from agriculture has risen to 50,000.

The unusual pattern of farm employment in 1956 (see charts) illustrates one aspect of the more efficient use of manpower. During the first half of the year, the year-to-year decrease in farm employment was quite substantial—some 63,000 on the average. During the harvest period, however, this gap closed (employment was even slightly higher than a year earlier in October) but reappeared in November. One of the main contributing factors was the unusually good weather during both



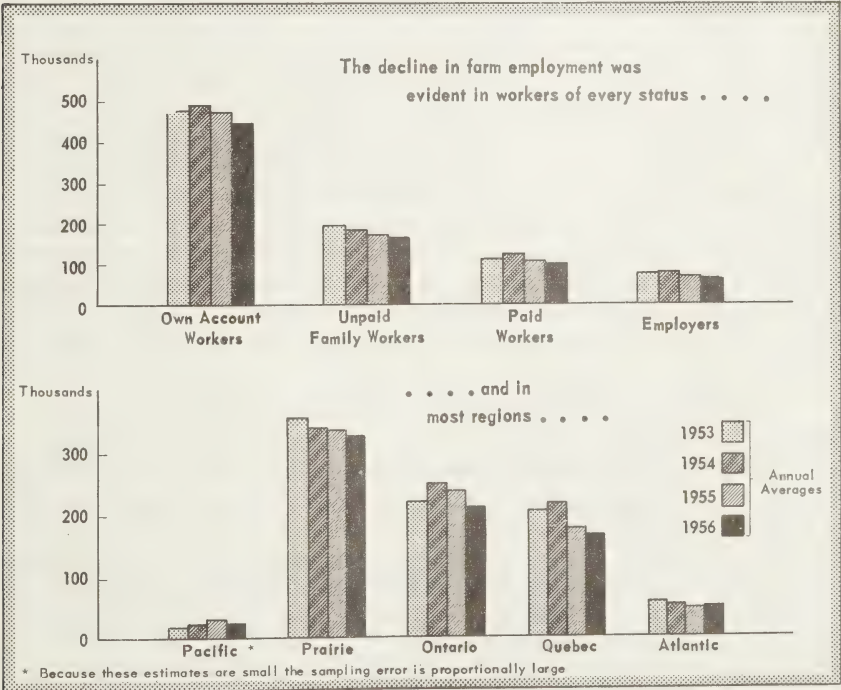


seeding and harvesting, which extended the harvest over a considerably longer period than usual. The pattern also indicates, however, that while fewer workers were required for ordinary operations, the farmer was less able to do without extra help during the harvest. This would tend to increase the seasonal swing in farm employment and, in fact, a close examination of the Labour Force Survey estimates of the past few years does show that the amplitude of the seasonal variation in farm employment has increased.

The decline in agricultural employment during the past two years has been fairly uniform among the various categories of workers, the annual decrease ranging from 5 per cent for own-account workers to 8 per cent for paid workers. It is notable, however, that the drop in the number of paid workers in agriculture this year is four times the long-term postwar average, while the drop in own-account workers is double the long-term average.

Virtually all agricultural areas experienced some drain of manpower in the past two years, although the rate of decline differed considerably from one region to the next. The heaviest losses were in Quebec and Ontario (11 and 8 per cent annually, respectively), more than offsetting the increases that took place during the economic recession of 1954. In the Prairie and Atlantic regions the drop was only half the long-term average. It should be noted, however, that in these latter regions there was no offsetting increase during the recession of 1954.

At the Farm Labour Conference mentioned above, the reviews given by officials of both provincial governments and the National Employment Service confirmed the view that, by and large, acute shortages of farm



labour in 1956 were concentrated in Ontario and the four western provinces. In general, the shortages in Quebec and the Maritime Provinces were neither as widespread nor as prolonged as elsewhere. In the shortage areas, the main reason given for the scarcity of farm labour was the competing demand for labour from other industries, particularly industrial, highway and pipeline construction. This not only reduced the supply of local labour but also cut down the size of the various harvest movements. A number of other important factors also contributed to the shortage. Foremost among these were the reduced number of immigrant farm workers this year and higher wages offered in many other types of work.

The shortage of farm labour was overcome, in general, by using the available sources of supply more fully and by increasing mobility. In the sugar beet areas around Chatham, Ont., for example, the shortage of labour for thinning operations was acute. Upon investigation it was learned that suitable workers might be available in Quebec. A recruiting program in the St. Georges Est area was arranged through the co-operation of the National Employment Service and provincial authorities, with the result that 140 workers were moved to Ontario. Costs of transportation were divided among the workers, the employer and the Ontario Federal-Provincial Farm Labour Committee.

A somewhat similar arrangement was necessary to relieve the shortage of sugar beet workers in Manitoba and Alberta. In this case, however, the source of supply was Indian reservations, which in previous years had supplied only a limited number of workers. A special drive was instituted by company and government officials and resulted in the recruitment of 600 workers, about three times the number employed in other years.

During the tobacco harvest in southern Ontario, the shortage of labour stemming from the drain of workers to other industries was intensified by a 25-per-cent increase in tobacco acreage this year. Despite arrangements to bring in a larger number of workers from the United States, the shortage of workers at the beginning of August was critical. In response to urgent requests, U.S. farm placement officials arranged to send some additional workers from the southern states. A vigorous program of advertising for domestic labour was carried out through the radio, newspapers, publicity in plants where temporary layoffs were impending and the NES job clearance system. As a result, it is estimated that about 15,000 workers were brought from at least 50 centres in Ontario, Quebec and the Maritime Provinces and from the United States to help with the harvest.

One of the most notable features of all harvests this year was the increase in the use of part-time workers. Urban workers with or without farm experience were hired for work in the evenings, weekends and during holidays. Students were used extensively and in some areas the opening of schools was delayed. In addition to radio and newspaper advertising, the co-operation of Boards of Trade, service clubs and local school boards was sought to encourage the best use of all available labour. Although the number of workers recruited in this way has not been estimated, it is known to be substantial.

# Labour-Management Relations

**I**NLY a relatively small number of agreements are currently under negotiation and some of these have been carried over for the past several months. Settlements were reached in the last month affecting large numbers of workers in coal mining and tobacco manufacturing, and a group health-welfare plan was worked out for non-operating employees of the railways.

Details of recently negotiated wage increases given below show a continuance of the strong trend to longer-term agreements with provision for automatic increases periodically during the term of the agreement.

## Current Settlements and Negotiations

**Coal Mining**—A new collective bargaining agreement effective for two years from July 3, 1956, was reached at the end of November by the Coal Operators' Association of Western Canada and the United Mine Workers of America, District 18. The agreement applies to approximately 5,000 coal miners in Alberta and British Columbia. It followed extensive bargaining and conciliation and a strike of miners in the Drumbheller area. The new contract will increase wages by \$1.20 a day, 50 cents effective from July 3, 1956, and 70 cents from December 1, 1956. Employer contributions to the welfare and retirement fund are to be increased by 2 cents a ton during the first year and a further 1 cent during the second year.

In Nova Scotia, approximately 10,000 coal miners were scheduled to vote December 18 on the terms of a new agreement negotiated by District 26 of the United Mine Workers of America and the Dominion Coal Co., Limited. The agreement provides an immediate wage increase of \$1.00 a day, a further \$1.00 dependent on production quotas, and a further 80 cents a day effective December 1, 1957. This represents the first wage increase in the industry in several years and, as in the west, followed prolonged bargaining and conciliation.

**Railways**—During the past month, the major railway companies and the unions of non-operating employees approved a group health and welfare plan providing life and accident insurance, hospital, medical and surgical benefits. Details of the plan, scheduled to take effect January 1, were worked out by negotiation as provided in an agreement reached earlier in the year. The insurance will be financed through equal contributions of \$4.25 per month by the companies and the employees and will apply to employees and their families, estimated to number 500,000.

**Tobacco**—Between 3,000 and 4,000 employees in Ontario and Quebec are affected by new agreements between the Tobacco Workers' International Union, the Imperial Tobacco Company of Canada and the Tuckett Tobacco Company. Under the two-year agreements, workers will receive wage increases of 10 cents an hour in the first year and 5 cents in the second. Provision was also made for increased vacation benefits.

**Other**—Among other important contracts under negotiation or conciliation at the middle of December were the following: Canadian Pacific Railway Company and the Brotherhood of Locomotive Firemen and Engine-



men; Canadian Pacific Railway Company and the Brotherhood of Locomotive Engineers; Canadian Pacific Airlines and the International Association of Machinists; Canadian National Steamships (West Indies) Limited and the Seafarers' International Union; Polymer Corporation, Limited, and the Oil, Chemical and Atomic Workers' International Union; Chrysler Corporation of Canada, Limited, and the United Automobile Workers of America; Canadian Car & Foundry Co., Limited, Montreal, and the Brotherhood of Railway Carmen; America Can Company of Canada Limited and several can workers' federal unions.

The first five were in various stages of conciliation under federal jurisdiction. The Chrysler dispute was under consideration by a conciliation board formed under the Ontario Labour Relations Act and the differences at Canadian Car and Foundry were referred to the conciliation service of the Province of Quebec.

## Wage Changes Provided in Collective Agreements

Information taken from a sample of collective agreements (379 covering 304,454 workers) signed during the six-month period between March 31 and October 1, 1956, shows that general increases in wages were provided in approximately 90 per cent of the agreements. In none were wages decreased, but in 7 per cent wage rates remained unchanged from the previous agreement. In the remaining few agreements, the lack of a previous agreement or a change in job classifications rendered measurement of the wage change impossible, although it was evident in some cases that wages were increased.

Chart 1 - WAGE CHANGE PROVISIONS, 1956

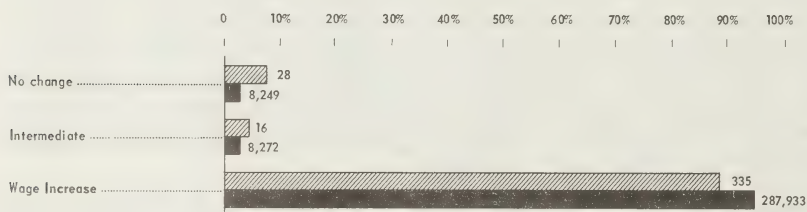


Chart 2 - DURATION OF AGREEMENTS, 1956

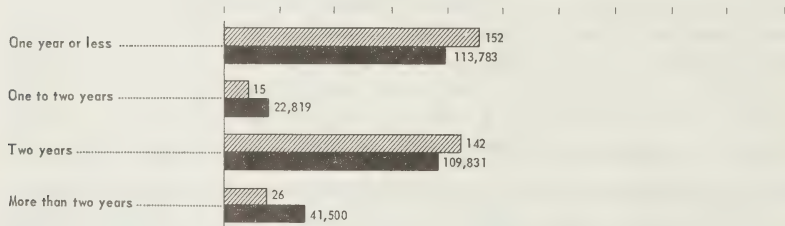
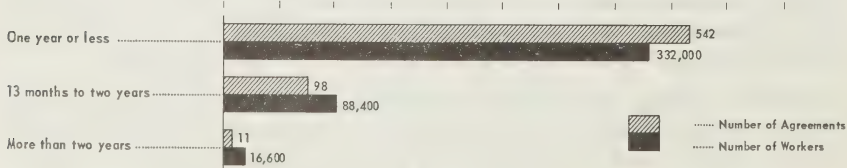


Chart 3 - DURATION OF AGREEMENTS, 1954



A significant feature of the agreements examined is that half of them will remain in force for two years or longer. As recently as 1954, a sampling of agreements showed that only 20 to 25 per cent were then effective for longer than one year (L.G. 1954, p. 852).

Chart 1 shows the general provisions regarding wage changes for the agreements examined. Chart 2 shows the duration of the 335 agreements in which wage increases were granted in 1956 and Chart 3 shows the duration of the 651 agreements examined in 1954.

Of the 152 agreements providing wage increases and effective for one year or less, an increase of 5 to 10 cents was most common. The ranges of wage increases in cents per hour are shown in Table 1.

Among the 183 agreements having durations longer than one year, 61, or one-third, provided

wage increases only in the first year of the agreement. Again, an increase ranging from 5 to 10 cents was most common although 31 were in the ranges above 10 cents.

The other two-thirds provided wage increases in the first year of the contract and additional automatic increases in the subsequent year or years. The two-year agreement granting 5 to 10 cents in each year was most common, followed closely by two-year agreements granting 10 to 15 cents in the first year and 5 to 10 cents in the second. The ranges of rates for the longer term contracts are shown in Table 2.

Table 1 — Amount of Wage Increase in Agreements of One Year's Duration or Less

Amount in Cents per Hour	Agreements	Workers
1 — 4.9 .....	25	29,064
5 — 9.9 .....	86	66,875
10 — 14.9 .....	30	14,147
15 — 19.9 .....	9	2,187
20 — 24.9 .....	2	1,510
25 + .....	—	—
Totals .....	152	113,783

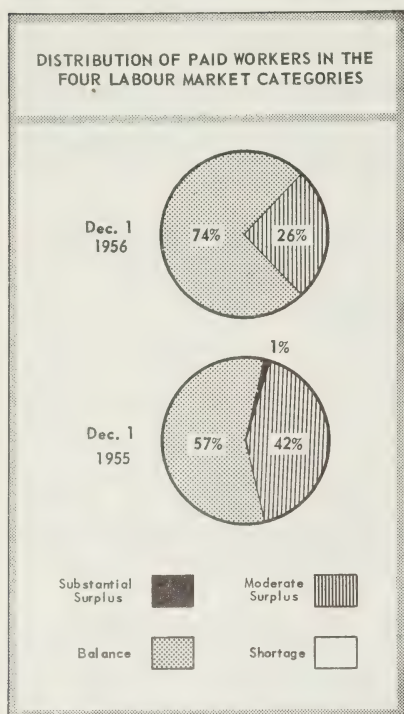
Table 2 — Amount of Wage Increase in Agreements of More than One Year's Duration

Amount in Cents per Hour Subsequent Years	Amount in Cents per Hour First Year											
	1 — 4.9		5 — 9.9		10 — 14.9		15 — 19.9		20 +		Totals	
	Agts.	Wkrs.	Agts.	Wkrs.	Agts.	Wkrs.	Agts.	Wkrs.	Agts.	Wkrs.	Agts.	Wkrs.
nil	4	1,643	26	17,663	14	12,327	8	12,051	9	5,127	61	48,811
1 — 4.9	7	1,044	15	10,689	4	2,470	1	72	1	3,154	28	17,429
5 — 9.9	5	2,830	33	34,103	24	28,706	3	10,865	4	4,300	69	80,804
10 — 14.9	2	1,068	5	4,489	9	12,424	1	80	—	—	17	18,061
15 — 19.9	—	—	4	546	—	—	2	2,330	—	—	6	2,876
20 +	—	—	1	1,112	—	—	1	5,057	—	—	2	6,169
Totals	18	6,585	84	68,602	51	55,927	16	30,455	14	12,581	183	174,150

## Work Stoppages

Preliminary figures for November 1956 show that 36 work stoppages were in progress, involving 4,241 workers in a time loss of 40,860 man-days. For October 1956, the figures were 40 stoppages, 15,315 workers and 133,870 days. In November 1955, there were 27 strikes and lockouts, involving 21,581 workers in a time loss of 379,725 days.

# Manpower Situation in Local Areas



**T**HE completion of the harvest was followed by a noticeable easing of labour requirements in many areas of the country. The general shortage of workers that prevailed in 20 areas at the beginning of October disappeared and unemployment rose sufficiently in an additional 32 areas to result in their reclassification from the balanced to the moderate labour surplus category. The effects of the seasonal downturn in employment were most evident in the Prairie Provinces, where 14 shortage areas were reclassified. This was still the only region, however, with no labour surplus areas at the first of December. Two-thirds of the areas in the Atlantic and Pacific regions and one-half of the areas in Quebec were in the moderate labour surplus category.

The local unemployment picture continued to compare favorably

with that of last year. In terms of wage-earners, labour demand was in approximate balance with supply in almost three-quarters of the country, compared with less than 60 per cent at this time last year and less than 30 per cent in 1954. However, there were a few areas where special conditions resulted in a year-to-year increase in unemployment. In several areas of the Atlantic region, unemployment was higher than last year because pulp cutting was completed earlier this fall. On the other hand, it was very much lower than last year in virtually all areas of the Prairie region.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Dec. 1 1956	Dec. 1 1955	Dec. 1 1956	Dec. 1 1955	Dec. 1 1956	Dec. 1 1955	Dec. 1 1956	Dec. 1 1955
Metropolitan	—	—	4	5	7	6	—	—
Major Industrial	—	—	13	19	14	8	—	—
Major Agricultural	—	—	2	4	12	10	—	—
Minor	—	2	21	25	36	30	—	—
Total	—	2	40	53	69	54	—	—

\*See inside back cover May 1956 *Labour Gazette*.



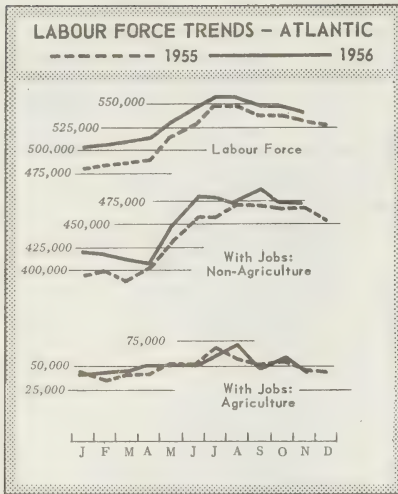
# CLASSIFICATION OF LABOUR MARKET AREAS

December 1, 1956

LABOUR SURPLUS		APPROXIMATE BALANCE		LABOUR SHORTAGE
Group 1	Group 2	Group 3	Group 4	
METROPOLITAN AREAS (labour force 75,000 or more)	QUEBEC - LEVIS ST. JOHN'S VANCOUVER - NEW WESTMINSTER Windsor	CALGARY EDMONTON Hamilton Montreal OTTAWA - HULL Toronto WINNIPEG		
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Brantford CORNER BROOK CORNWALL FARNHAM - GRANBY JOLIETTE MONCTON NEW GLASGOW PETERBOROUGH Saint John Shawinigan Falls SYDNEY TROIS RIVIÈRES VICTORIA	FORT WILLIAM - PORT ARTHUR Guelph Halifax Kingston KITCHENER Lac St. Jean London Niagara Peninsula Oshawa Rouyn - Val d'Or Sarnia Sherbrooke SUDBURY TIMMINS - KIRKLAND LAKE		
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	CHATHAM CHARLOTTETOWN	Barrie BRANDON LETHBRIDGE MOOSE JAW NORTH BATTLEFORD Prince Albert Red Deer Regina Rivière du Loup Saskatoon Theftford - Megantic - St. Georges YORKTON		
MINOR AREAS (labour force 10,000 - 25,000)	BATHURST BRACEBRIDGE CAMPBELLTON CENTRAL VANCOUVER ISLAND Chilliwack GRAND FALLS Drummondville MONTMAGNY NEWCASTLE OKANAGAN VALLEY OWEN SOUND PRINCE GEORGE Prince Rupert SOREL STE. AGATHE - ST. JÉRÔME ST. HYACINTHE St. Stephen TRURO VALLEYFIELD VICTORIAVILLE YARMOUTH	Bellefleur - Trenton Beaucharnois Brampton Bridgewater Cranbrook Dauphin DRUMHELLER DAWSON CREEK Edmundston Fredericton Galt Gaspé Goderich Kamloops Kentville Lachute - Ste. Thérèse Lindsay LISTOWEL MEDICINE HAT North Bay Pembroke Portage la Prairie Quebec North Shore Rimouski SAULT STE. MARIE Simcoe St. Jean Stratford St. Thomas Summerside SWIFT CURRENT Trail - Nelson Walkerton WEYBURN Woodstock - Ingersoll Woodstock, N.B.		

← The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

## ATLANTIC



EMPLOYMENT showed the usual seasonal decrease during November as activities such as farming, construction and fishing were curtailed. Logging employment in Newfoundland declined also; the down-turn occurred somewhat earlier than usual as a result of summer cutting quotas being reached early this year. Activity in coal mining declined, too, because of the two-month closure of the Cumberland Railway and Coal Company mine at Springhill following the recent disaster. These decreases were partially offset by re-hiring at the Sydney steel plant. Persons with jobs were estimated at 517,000 at November 17, a decrease

of 17,000 from a month earlier but an increase of 5,000 from a year earlier. Except for the Newfoundland logging industry and the Saint John Dry Dock, which remained very slack during the month, all major industries were more active than a year ago.

Twelve of the 21 areas in the region were reclassified during the month, from the balanced to the moderate surplus category. At December 1, the area classification was as follows (last year's figures in brackets): in balance, 7 (5); in moderate surplus, 14 (16).

### Local Area Developments

**St. John's** (metropolitan). Reclassified from Group 3 to Group 2. Unemployment increased steadily during the month as a result of seasonal layoffs in logging, construction and fish processing. Labour surpluses were greater at the end of the month than a year earlier owing to abnormally rapid seasonal declines in logging and construction employment.

**Corner Brook** (major industrial). Reclassified from Group 3 to Group 2. Employment declined sharply in this area as a seasonal lull between cutting and hauling occurred at many logging camps. Construction activity also showed a marked decline, particularly in outlying districts.

**New Glasgow** (major industrial). Reclassified from Group 3 to Group 2. A general slackening in seasonal industries accounted for the rise in unemployment. Manufacturing employment continued at a higher level than last year.

**Sydney** (major industrial). Reclassified from Group 3 to Group 2. Employment changed very little in this area. Seasonal declines in outdoor activities were partially offset by an upturn in manufacturing employment. Unemployment was less severe than last year, largely because of strengthening in the heavy industries.

**Moncton** (major industrial). Reclassified from Group 3 to Group 2. The construction industry was unusually active for the month. Nevertheless, the general contraction of employment in seasonal industries was sufficient to warrant reclassification of the area.

**Charlottetown** (major agricultural). Reclassified from Group 3 to Group 2.

**Bathurst, Campbellton, Grand Falls, Newcastle, Truro, and Yarmouth** (minor). Reclassified from Group 3 to Group 2.

## QUEBEC

ECONOMIC activity in Quebec showed continued buoyancy in November. By mid-month, total employment (estimated at 1,582,000) was only 5,000 lower than a month earlier. This was a considerably smaller drop than in previous years; the employment gain over last year increased to 50,000. The seasonal downturn during the month resulted in some increase in unemployment in all parts of the region.

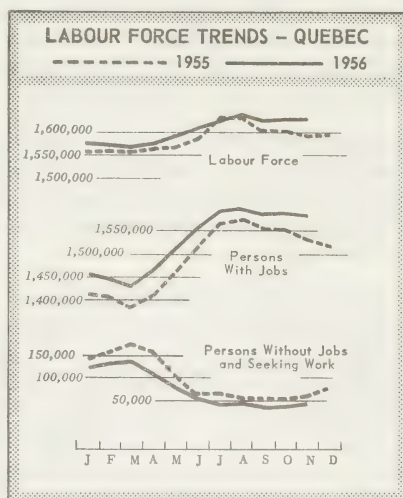
Pulp cutting activity neared a peak during the month with employment lower than in past years. Pulpwood companies planned to cut about the same amount of pulpwood as last year and, because of the evident scarcity of labour, have been working steadily throughout the summer whenever possible. Production has been up to schedule, although a great deal of work remains to be done. Towards the end of November it was estimated that at least 4,000 loggers could have been placed had they been available.

With the exception of forestry and retail trade, activity in the province declined seasonally, although all industries had substantially higher employment than last year. In construction, the latest data (September) indicate that employment was 18 per cent higher this year than last and activity is reported to have been well maintained during November, despite a slackening in residential construction. A 5-per-cent year-to-year gain in manufacturing employment was led by the booming electrical apparatus, iron and steel products, aircraft and shipbuilding industries. Most sections of the clothing and textile industries were operating at higher levels than last year.

Ten areas in the region were reclassified during the month into the moderate surplus category. The situation at December 1 was as follows (last year's figures in brackets): in balance 14 (8); in moderate surplus 10 (16).

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 3. Unemployment increased in a variety of seasonal occupations during November. The over-all demand for workers eased, although the requirements for some types of skills actually increased (notably for engineers, machine shop and foundry workers). The year-to-year increase in manufacturing employment appeared to be about 5 per cent; the gain was considerably greater than





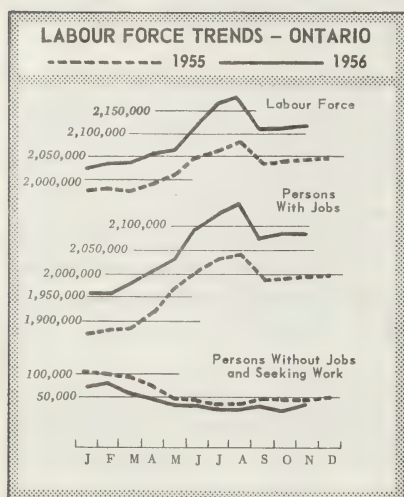
this in electrical apparatus, chemicals and aircraft firms and smaller in the clothing industries. Textile employment was slightly lower than last year but higher than in 1954.

**Quebec - Lévis** (metropolitan). Reclassified from Group 3 to Group 2. Employment dropped seasonally in construction, machine shops, shoe manufacturing and services but the total was still moderately higher than last year. The surplus of available workers was smaller a year earlier, and the labour demand was stronger. Employment in shipbuilding was about 40 per cent higher than last year and prospects are that employment will continue high throughout the winter.

**Farnham-Granby, Joliette and Trois Rivières** (major industrial). Reclassified from Group 3 to Group 2. The usual decline in seasonal industries brought about a sharp increase in unemployment. There was still a considerable demand for workers, mainly in the logging and primary textile industries.

**Montmagny, St. Hyacinthe, Ste. Agathe-St. Jérôme, Sorel, Valleyfield and Victoriaville** (minor). Reclassified from Group 3 to Group 2. The usual decline in seasonal industries outweighed the hiring in some parts of manufacturing. The strike of textile workers in Montmagny was settled at the beginning of November; by mid-month more than half the staff had returned to work and production was expected to be back to normal in early December. In St. Jérôme, however, the three-month-old strike at the Regent Knitting Mills was still unsettled.

## ONTARIO



EMPLOYMENT in the Ontario region remained stable during November. A seasonal decline in farm employment was fully offset by an increase in employment in non-farm industries. At November 17, persons with jobs were estimated at 2,086,000, some 93,000 more than in November 1955. Unemployment increased seasonally but remained below year-earlier levels.

Outdoor activities, particularly farming, declined as usual during the month. The forestry industry, except sawmilling, continued strong, however, and employment in the distributive industries increased markedly. There was also a noticeable

increase in the automobile and parts industries.

Reduction in seasonal activities caused six local market areas to be reclassified from the shortage to the balanced category and five from balance to the moderate surplus category. At December 1, the 34 areas in the region were classified as follows (last year's figures in brackets): in balance, 27 (25); in moderate surplus, 7 (9).

### Local Area Developments

**Hamilton** (metropolitan). Remained in Group 3. Heavy industry in the area was working at capacity and absorbed some of the workers seasonally laid off in other industries. Some decline in employment occurred in the construction industry, in secondary textiles and in electrical appliances.

**Ottawa-Hull** (metropolitan). Reclassified from Group 4 to Group 3. The change in the ownership of Brading Breweries Ltd. resulted in a number of layoffs. Construction remained quite active and hiring of temporary sales personnel and mail helpers for the Christmas season increased.

**Toronto** (metropolitan). Remained in Group 3. Employment in most of the heavy industry continued steady, with the exception of transportation equipment and electrical apparatus and supplies, where some seasonal decline occurred. Some consumer goods industries were slackening as Christmas production neared completion.

**Windsor** (metropolitan). Remained in Group 2. The employment situation continued to improve from the low point reached during the late summer.

**Cornwall** (major industrial). Reclassified from Group 3 to Group 2. There was a gradual seasonal decline in construction activity on the St. Lawrence Seaway project and in residential construction.

**Kitchener** (major industrial). Reclassified from Group 4 to Group 3. The reduction in employment was due mainly to curtailments in the production of radio and television components and electrical appliances, and to a drop in residential building.

**Peterborough** (major industrial). Reclassified from Group 3 to Group 2. A seasonal decline in construction was almost entirely responsible for the drop in employment.

**Sudbury** (major industrial). Reclassified from Group 4 to Group 3, mainly because of reduced employment on road construction.

**Timmins-Kirkland Lake** (major industrial). Reclassified from Group 4 to Group 3. The curtailment of some construction projects, seasonal closing down of sawmills and layoffs of some railroad workers resulted in reduced employment.

**Chatham** (major agricultural). Reclassified from Group 3 to Group 2.

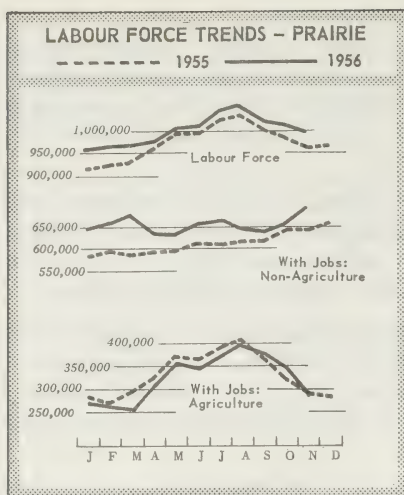
**Bracebridge** (minor). Reclassified from Group 3 to Group 2.

**Listowel, Owen Sound and Sault Ste. Marie** (minor). Reclassified from Group 4 to Group 3.

### PRAIRIE

SEASONAL reductions in employment occurred in the Prairie region during November, though the decline was unusually small for the month. Persons with jobs were estimated at 982,000 on November 17, a decrease of 21,000 from the previous month but an increase of 47,000 from November 1955.

The employment decline was entirely confined to agriculture and resulted from the completion of harvesting and fall farm work. Non-farm



employment increased sharply to a record level, as many of the workers released from farm work were absorbed in other industries. As a result, the generally tight manpower situation that prevailed throughout the summer eased. However, shortages of skilled tradesmen, clerical, stenographic and professional personnel still existed at the end of the month. Road maintenance showed some slackening but the construction industry as a whole remained very active.

Fourteen of the 20 areas in the region were reclassified during the month from labour shortage to the balanced category. At December

1, all 20 areas were in balance, a situation unprecedented in the post-war period for this time of year.

### Local Area Developments

**Calgary** (metropolitan). Reclassified from Group 4 to Group 3. Unemployment rose slightly during the month as a result of seasonal slackening in construction. While labour demand decreased in most outdoor activities, shortages persisted for professional engineers, draughtsmen, welders and sheet-metal workers.

**Edmonton** (metropolitan). Reclassified from Group 4 to Group 3. There was a general easing of manpower requirements during November following six months in which the labour market remained very tight. Nevertheless, technical personnel, experienced accountants, salesmen, draughtsmen, engineers and certain types of skilled tradesmen continued to be scarce. The construction industry remained unusually active; layoffs were largely confined to small contractors and many of the workers released were absorbed by large construction firms. Manufacturing employment showed further strengthening as packing plants became busier and a new plywood plant began operations. Total industrial employment was considerably higher than a year ago.

**Winnipeg** (metropolitan). Reclassified from Group 4 to Group 3. Unemployment increased during the month, largely because of seasonal contraction in the construction industry. Concrete and cement workers, painters and unskilled construction workers accounted for most of the layoffs. Manufacturing employment changed very little during the month and showed a marked improvement over last year.

**Fort William-Port Arthur** (major industrial). Reclassified from Group 4 to Group 3. Employment continued at a very high level in this area. Labour shortages eased in most occupations but available supplies showed only moderate increases. Logging was very active, approaching a seasonal peak by the end of the month.

**Brandon, Lethbridge, Moose Jaw, North Battleford and Yorkton** (major agricultural). Reclassified from Group 4 to Group 3.

**Dawson Creek, Drumheller, Medicine Hat, Swift Current and Weyburn** (minor). Reclassified from Group 4 to Group 3.



## PACIFIC

TOTAL employment in the Pacific region showed very little change during November. Persons with jobs were estimated at 463,000 at November 17, a decrease of 1,000 from a month earlier but an increase of 16,000 from November 1955. While the level of employment was at a record high for the time of year, bad weather and weakening demand for lumber products reduced labour requirements in some areas. As the result of reduced hirings, which coincided with the winter influx of workers from the Prairie Provinces, labour sur-

pluses developed, but to a lesser extent than usual in November. Minor shortages continued in some occupations, particularly of experienced metal workers, certain professional personnel and office help. Registrations for employment were increased by a large number of applicants for Christmas work. The demand for such workers was, however, less than usual because Friday night opening of stores enabled business to cope with at least part of the increased volume of sales.

The service industry continued to operate well above year-earlier levels and, together with trade, accounted for a large proportion of the year-to-year increase of employment. In the construction industry, a large volume of commercial and industrial work continued but residential construction declined; the work force engaged on road and pipeline projects was sharply reduced. With the exception of Vancouver Island, logging and sawmilling showed a marked decline in employment, mainly as a result of high inventories, uncertain market conditions and deep snow at higher altitudes. The mining, metal-working, shipbuilding, transportation and public utilities industries remained very active.

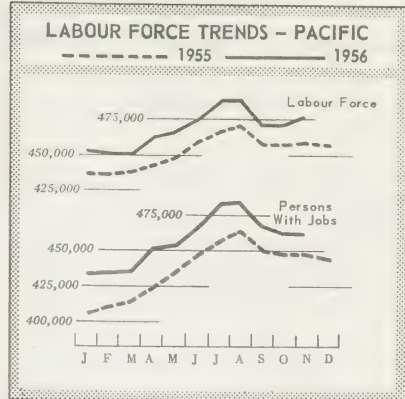
During the month, five areas were reclassified, from the balanced to the moderate surplus category. At December 1, classification of the ten areas in the region was as follows (last year's figures in brackets): in balance, 3 (2); in moderate surplus, 7 (6); in substantial surplus, 0 (2).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Reclassified from Group 3 to Group 2. Unemployment increased largely as a result of the general decline in seasonal industries and the influx of workers from out-of-town areas. Employment was, however, maintained at high levels in mining, metalworking, shipbuilding and non-residential construction. Certain professional categories continued to be scarce.

**Victoria** (major industrial). Reclassified from Group 3 to Group 2. Apart from a marked reduction in house building, which was reported to have stemmed from a shortage of mortgage funds, the employment situation remained strong in most industries.

**Central Vancouver Island, Okanagan Valley and Prince George** (minor). Reclassified from Group 3 to Group 2.



# Current Labour Statistics

(Latest available statistics as of December 10, 1956)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Nov. 17	5,765,000	- 0.1	+ 3.3
Total persons with jobs.....	Nov. 17	5,630,000	- 0.8	+ 3.9
At work 35 hours or more.....	Nov. 17	5,025,000	- 3.3	+ 2.8
At work less than 35 hours .....	Nov. 17	470,000	+35.1	+23.4
With jobs but not at work.....	Nov. 17	135,000	+ 3.1	- 9.4
With jobs but on short time.....	Nov. 17	29,000	+26.1	-12.1
With jobs but laid off full week.....	Nov. 17	12,000	+ 9.1	0.0
Persons without jobs and seeking work	Nov. 17	135,000	+37.8	-16.7
Persons with jobs in agriculture .....	Nov. 17	693,000	-12.7	- 4.8
Persons with jobs in non-agriculture....	Nov. 17	4,937,000	+ 1.2	+ 5.2
Total paid workers.....	Nov. 17	4,511,000	+ 0.6	+ 6.1
Registered for work, NES (b)				
Atlantic.....	Nov. 15	24,800	+35.5	- 8.8
Quebec .....	Nov. 15	56,500	+25.0	-12.0
Ontario .....	Nov. 15	66,800	+15.4	- 1.8
Prairie .....	Nov. 15	26,300	+51.1	-27.4
Pacific .....	Nov. 15	27,800	+49.5	-15.3
Total, all regions.....	Nov. 15	202,200	+28.5	-11.5
Claimants for Unemployment				
Insurance benefit .....	Nov. 1	139,377	+ 8.5	-14.6
Amount of benefit payments .....	October	\$ 8,066,104	+13.8	+ 7.0
Industrial employment (1949=100) .....	Oct. 1	125.8	+ 0.1	+ 6.2
Manufacturing employment (1949=100).....	Oct. 1	118.4	+ 0.3	+ 4.4
Immigration.....	1st 9 mos. 1956	110,009	-	+27.0(c)
<i>Strikes and Lockouts</i>				
No. of days lost .....	November	40,860	-	-18.8(c)
No. of workers involved .....	November	4,241	-	+49.6(c)
No. of strikes .....	November	36	-	+50.3(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries .....	Oct. 1	\$66.01	+ 1.5	+ 7.4
Average hourly earnings (mfg.) .....	Oct. 1	\$ 1.53	+ 0.8	+ 5.9
Average hours worked per week (mfg.).....	Oct. 1	41.5	+ 1.0	0.0
Average weekly earnings (mfg.).....	Oct. 1	\$63.62	+ 1.8	+ 5.9
Consumer price index (av. 1949=100).....	Nov. 1	120.3	+ 0.4	+ 2.9
Real weekly earnings (mfg. av. 1949=100)	Oct. 1	127.3	+ 1.0	+ 3.2
Total labour income..... \$ 000,000	September	1,261	+ 2.0	+12.3
<i>Industrial Production</i>				
Total (average 1935-39=100).....	September	299.0	+ 4.0	+ 6.3
Manufacturing .....	September	295.9	+ 2.6	+ 4.1
Durables .....	September	352.8	+ 2.9	+ 4.5
Non-Durables .....	September	259.6	+ 3.8	+ 3.8

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *May Labour Gazette*.

(b) See inside back cover, *May Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

# New Year's Messages

## Hon. Milton F. Gregg, Minister of Labour

For most of the people of Canada the year just ended was a year of unequalled prosperity. Total output and income continued to expand at almost record rates throughout the year, following the sharp increase in economic activity in 1955. Not only were these increases in income shared by an increasing number of people, but the income per capita also rose substantially. There were plenty of job opportunities in most parts of the country throughout much of the year and working conditions generally continued to improve.

The increase in employment during 1956 did not equal the record rate established in 1955, but it did increase about as much as the supply of manpower and the availability of other resources would permit. Some shortages of labour developed during the period of peak summer demand, even with increased labour force participation, the natural growth of the population and immigration. These shortages of manpower were more marked in 1956 than at any time since the defence build-up following the outbreak of the Korean War in 1951.

Accompanying the larger number of job opportunities was an increase in the proportion of the adult population taking employment, especially during the summer months. This development, which represented a reversal of the trend during the last two years, was especially evident in the younger and older age groups of the labour force—that is between the ages of 14 and 19 and age 65 and over. There was also an increase in the proportion of women in the working force.

The movement from agriculture into other types of employment during the year was estimated at about 60,000 workers, or about twice the average for the past ten years. In the face of this, farmers in many parts of the country experienced severe difficulties in obtaining sufficient labour.

An examination of average employment during the summer months of 1956 shows that total non-agricultural employment increased by about one quarter of a million over the same period in 1955. There were spectacular employment gains in some industries, particularly manufacturing, construction and the distribution and service industries; these accounted for about 90 per cent of the total increase. In the manufacturing industry, employment this

summer increased about 10 per cent from the low point reached in 1954.

For the Canadian labour movement, 1956 proved to be one of the most significant years in its history. At the first convention of the new Canadian Labour Congress in April a high degree of unity was achieved in the Canadian labour movement. With the merging of the affiliated membership of the former Trades and Labour Congress of Canada and the Canadian Congress of Labour, the new CLC began its operations with more than one million members. Several subsidiary organizations of the two old congresses at the provincial and local levels have already completed amalgamation.

In thinking of the prospects for our future, one must not overlook the possible influences of events in other parts of the world. We all know that because of events in Hungary and the Middle East, 1956 has been a year of considerable anxiety to all Canadians, particularly to those who are friends and relatives of members of the Canadian units committed to police duties abroad.

Excluding, however, the possibility of unusual influences on Canada from other parts of the world, we can say that the economic outlook on the basis of present developments continues strong and present high levels of employment and income in Canada are likely to continue.

The general employment outlook, then, is good; but seasonal unemployment will be with us again this year as it has been every year. I am referring to unemployment which is the result of seasonal factors rather than the result of changes in general economic activity in the country. In the past few years extensive efforts have been made to increase the amount of work available during the winter months, with an important part of the efforts being made in campaigns organized on the local level in communities all across the country. These winter employment campaigns are being carried on again this year and I would like to urge all Canadians to support them actively by having as much work as possible done during the winter months when men and materials are more readily available.

Finally, on behalf of the federal Government I would like to extend to the working people of Canada our best wishes for a happy and prosperous New Year.



## Claude Jodoin

### President, Canadian Labour Congress

As Canadians we can look back on 1956 as a year of accomplishment. There has been new growth and vigour in our country and there has been an increased awakening of a spirit of justifiable national pride. For those of us in the labour movement, 1956 stands out as the year in which we attained a long-sought objective—the merging of the two largest central organizations into one body—the Canadian Labour Congress.

This event had, of course, significance beyond the actual ranks of the organizations involved. Organized labour has now reached proportions which make its policies and actions of national importance. The desire for unity had been long-standing and when a merger was accomplished those actively participating gave sincere support through action to their dreams. As a result a new organization, representing 1,050,000 Canadian men and women, has come into being, and, during 1956, has become a smoothly functioning organization with far less difficulty and fewer problems than might have been anticipated.

Now we enter 1957, the first full year for the Canadian Labour Congress as a functioning organization. We know that as a united organization we are better equipped than ever before to make Labour's contribution to the welfare of our country, and the importance of this contribution is likely to increase in this and the other years to come.

Canadians enjoyed a large measure of prosperity in 1956. Economic conditions were, in fact, so good that towards the end of the year fears of inflationary trends were expressed. Once again there was an effort in many quarters to place the blame on Labour. Organized labour has in the past sought, and will continue to seek, better conditions for all workers. We are convinced that such efforts are essential to an expanding economy; and surely no one will suggest that Canada has reached the limit of her possibilities of economic expansion.

The facts clearly prove that with reasonable improvements in wages and working conditions, now over a period of a good many years, the country has prospered. Those who have tried to block Labour's efforts by predictions of doom have been proven poor prophets. Labour realizes the responsibilities of its position, both in relation to its membership and to the country as a whole. Our unions see no reason to cease efforts to obtain justifiable improve-

ments. In fact in the face of radical technological changes and in the extension of automation, which we may expect in 1957, it is essential that a high level of purchasing power be maintained in Canada, if there is to be a market for the goods which can now be produced in increasing quantities.

We hope for developments in the legislative field in 1957. The attainment of a comprehensive plan of national health insurance has top priority in the legislative aims of our Congress. While there were some developments in this regard in 1956 there was reason for disappointment when the year passed without concrete results. This condition has existed for many years and we now have in very convincing statistical forms a picture of the need of providing such services. Too many Canadians are suffering from ill-health simply because there has been delay after delay on the part of governments. The health of the Canadian people is something that should not be used as a political football and the Canadian Labour Congress will exert every effort at its disposal in an effort to obtain action in 1957.

We think also that this is a time when steps could be taken to meet other national problems. With a high level of employment there is an opportunity to introduce an industrial pension plan. Many workers are now contributing in one form or another to plans which will supplement the entirely inadequate old age pension when they reach retirement. The need for some more orderly approach to industrial pensions has been widely recognized, and the longer action is delayed the more complicated the introduction of such a plan will become.

Increasing concern was expressed during 1956 at the proportions of the problems we face in education. This is a matter which is in provincial jurisdiction, but the need is of such proportion that the co-operation of all levels of government is urgently necessary. It was because of this that our Congress recently urged the calling of a dominion-provincial conference on education to seek approaches to the problems which will inevitably increase as the years go by. We hope that 1957 may bring a concerted and orderly effort to meet our country's educational needs.

During 1956, the international situation changed dramatically. The Polish people won a measure of freedom. The Hungarians throw off the yoke of their oppressors only

to be brutally crushed once more by Russian Communist imperialism. The Middle East burst into open war which threatened to destroy the United Nations and to spread over the whole world. The Canadian Government, in this perilous moment, took the lead in measures to restore the authority of the United Nations, stop the fighting and establish an international police force. This is the right policy. The labour movement has steadfastly supported, and will support, the UN, knowing that if the UN breaks down, all that Labour has won, and even civilization itself, may be wiped out.

But the best hope of peace lies not in settling disputes, but in preventing them. A world in which two-thirds of the people are underfed is the fertile seed-ground for war. If we are all to have peace, we must help these hungry people. During 1956, the Canadian Government increased its aid to underdeveloped countries, but it must be increased still more.

But this bread for the hungry is not just a task for governments. It is also a

job for the trade union movement. In Canada, strong unions have immeasurably contributed to raise the workers' standard of living. Strong unions can do the same for the underdeveloped countries; but their workers cannot build such unions without our help. That is why the Canadian Labour Congress and many of its affiliated unions and their individual members are voluntarily making regular contributions to the International Confederation of Free Trade Unions, to organize workers in Asia, Africa and Latin America; and we are proud that the ICFTU has chosen a great Canadian trade unionist, Mr. C. H. Millard, former Vice-president of the Canadian Labour Congress and Canadian Director of the United Steelworkers, to direct this work.

Free, democratic trade unionism, solidly established in every country in the world, would be one of the best and surest foundations for international peace and justice. To the laying of that foundation, strong and deep, the Canadian Labour Congress in 1957 will devote an increasing proportion of its time and energy.

## **J. G. McLean**

### **Chairman,**

### **National Legislative Committee, International Railway Brotherhoods**

It is a real pleasure on behalf of the National Legislative Committee, International Railway Brotherhoods, to extend greetings for a happy and prosperous New Year to our affiliates, to all other labour organizations, and to all Canadian workers.

During the closing months of 1956 the existing tension between nations intensified, and harmonious relationship between certain of the free and democratic nations materially lessened. We do hope that during the New Year through the organization of the United Nations, a solution will develop which will restore good-will between nations and all people.

In our annual memoranda presented to the federal and provincial Governments, proposals were offered which would improve laws, provincially and federally, beneficial not only to the railway workers and their dependents, but for the betterment of social and economic conditions affecting the citizens at large.

The housing shortage for workers with an annual income below \$3,000 still remains acute. The National Housing Act is of no assistance to the wage-earner whose earnings are less than that amount. It is suggested that the Act be amended, lowering the down payment on houses appraised up to \$13,500 to 7 per cent, lowering the

interest rate to 3 per cent, and introducing a maximum earning stipulation of \$4,000 to purchaser of such home. Further, extending the financing under the Act to cover existing homes in good condition up to 25 years of age.

We have consistently advocated the inauguration of a "National Transportation Policy" and the re-organization of the control of interprovincial and international motor vehicle traffic.

Railways, waterways, airways, highways and pipelines are inseparably interrelated and should be regulated to serve not only individually but collectively in meeting the country's needs.

Technological changes are recognized as progressive and necessary in the economic life of our nation, but they can affect many persons adversely unless made with reasonable and equitable consideration of the human element involved. The railway industry has introduced a number of major and spectacular innovations in the way of equipment and operations: a key development is the "Hump Retarder" Classification Yard; Centralized Traffic Control ("CTC"); Teletype and Teleprinter Machine; track laying and maintenance operations; the IBM Machine in the offices; and the introduction of the diesel locomotive. It

is evident that automation will in time affect in some form or other practically the whole range of industry in our nation, and we suggest that the governments have a study made of industrial efficiency and development with the view that automation will be used to improve living and working standards.

We believe that the health of the citizens of the nation can be materially improved through the ultimate creation of a national health insurance plan. The recent country-wide survey indicates that the income affects the family's health. These figures for all Canadians show that as a family's income rises so does the number of families getting health care. And, conversely, as income goes up the number of days lost through illness goes down.

There is growing evidence that the national program to rehabilitate Canada's disabled can make a significant contribution to the well being of our nation.

It is proposed that benefits under the provincial Workmen's Compensation Acts be increased to 90 per cent of the injured workman's total earnings.

Extensive proposals have been made in connection with safety regulations pertaining to the motor vehicle operating on the highways. Highway accidents occur in a direct ratio to the number of motor vehicles using the highways.

## **Gérard Picard**

### **President,**

### **Canadian and Catholic Confederation of Labour**

The year 1956, which began in a period of greater prosperity than the preceding years, came close to seeing the nations involved in another world war at its end.

We all have reason to be proud of the leading part played by Canada in the United Nations, which has helped to prevent another great war and to revive discussions with a view to the settlement of Middle East problems and the maintenance of peace.

The international situation, however, remains unsettled. Negotiations have been resumed with regard to the dispute in the Middle East, but it is not so with Hungary. And if there are still some people who believed in the good faith of the Soviet Union before the massacre of the Hungarian people by the Russians, they must bow to the facts and accept the overwhelming evidence which shows that Russia is not seeking by any manner of means to ensure world peace or to understand the funda-

The accidents occurring at highway-railway crossings at grade have had our close attention for many years, and it is now the accepted view that the only practical solution of the crossing accident problem is the elimination of the level crossing through the construction of either over-passes or under-passes or re-location of the highway. Eighty per cent of these accidents happen at unprotected crossings, and an effort should be made to have all level crossings manually protected or equipped with protection signals pending the elimination of the crossing.

It has been recommended that the provincial governments grant a supplementary allowance to persons who are allowed benefits under the Old Age Assistance Act. Further, that recipients under the Act be granted free hospital, medical and dental service.

Our Committee has proposed to the federal Government that the Old Age Security Act be amended to provide that pensions be paid to persons 65 years of age and over, and the current monthly pension of \$40 be increased to \$50. Also, that the monthly benefits under the Family Allowances Act be increased.

Again we extend to all trade union members and the people of Canada our Best Wishes for a Happy and Prosperous New Year.

mental aspirations of the peoples over whom she has dropped her iron curtain.

Let us hope that the United Nations may, in 1957, fulfil its great mission more effectively with the support of all free peoples so as to assure every one of peace, freedom and a standard of living consistent with human dignity. It is perhaps time to think of doing away with the veto enjoyed by the big powers in the United Nations and transforming this organization into a world government with jurisdiction over certain subjects, like war, which should be treated on a world-wide scale. Moreover, the first step to be taken by this world government should be the abolition of war and its replacement by effective remedies for the settlement of international disputes.

And now, with these thoughts, I hope that every one will remain confident in the future, and I send my best wishes on the occasion of Christmas and the New Year to all workers and their families.



# NOTES OF CURRENT INTEREST

## **Federations Merge in Four Provinces**

### **British Columbia**

Proposals for a 30-hour work week, a minimum wage of \$1.25 an hour, increases in pensions and workmen's compensation benefits, a health plan and improved social assistance were among the measures debated by 450 delegates at the merger convention of the British Columbia Federation of Labour (CLC) in Vancouver last month.

The merger brought together the British Columbia Trade Union Congress (formerly TLC) and the former CCL body, which had been called by the same name as the new organization. The merged Federation represents about 100,000 union members.

Dan Radford, President of the former CCL Federation, and Vic Midgely of the former TLC body took the chair alternately.

One of the important measures passed by the convention, not without some opposition, was the placing of a provision in the organization's constitution excluding unions controlled by communists, fascists or "other totalitarians" from membership in the Federation.

Notwithstanding this decision, a resolution was proposed asking that the United Fishermen and Allied Workers Union, which was expelled from the TLC several years ago on account of left-wing leanings, be re-admitted to the provincial body. George McKnight of the International Woodworkers and Bill Stewart of the Marine Workers and Boilermakers spoke in favour of the resolution. It was finally voted down by the delegates.

A proposal that the convention should urge public ownership of the British Columbia Electric Company provoked the stormiest debate of the convention. Delegates from office workers' and electricians' unions representing employees of the company opposed the resolution, making it clear that they considered that they were better off as employees of a private company than they would be as government employees. In particular they objected that they would lose their bargaining rights if the BCE were taken over by the Government.

Robert Strachan, Leader of the Opposition in the B.C. Legislature and a delegate of the Carpenters Union from Nanaimo, said that the principle of public ownership was not the cause of the objections; but that rather it was the policy of the Government in refusing bargaining rights to its employees that was at fault.

The following amendment to the resolution was suggested by Ed O'Connor of the B.C. Government Employees' Association:

"Providing the bargaining rights of public employees are assured by appropriate legislation."

With this amendment the resolution was passed almost without dissent.

Another clash of opinions occurred on the question of whether the Federation should or should not follow the practice of the former TLC Trade Union Congress in electing officers on a geographical basis. The former CCL Federation of Labour had chosen its council from the province at large.

The matter was debated for more than an hour before being put to the vote. Ev King of the B.C. Electric Office Workers opposed the elimination of geographical representation as a "dangerous precedent" in that the Federation was supposed to represent all provincial unionists. He said that Vancouver might dominate the organization.

Stu Hodgson of International Woodworkers, on the other hand, said that it would be a grave mistake "to elect men on the basis of where they live rather than on their ability".

The show-of-hand voting resulted in a tie, 170 for and 170 against. Eventually this deadlock was broken when in a secret ballot the convention voted 179 to 172 against geographical representation.

The convention dealt with 106 resolutions, adopting those calling for a 30-hour week, a minimum wage of \$1.25 an hour, bargaining rights for government employees, improvement in the equal pay law, the right to have representatives on all public boards affecting public welfare, legislation to make a union shop compulsory whenever 51 per cent or more of the workers in a plant favour it, extension of the B.C.

Hospital Insurance Service to cover chronic cases, and an increase in widow's allowances to \$100 a month.

Other resolutions opposed *ex parte* injunctions, called for an immediate provincial health plan to fit in with a national plan, urged improved workmen's compensation and pensions, criticized recent increases in the bank interest rate, called on the federal and provincial governments for a full-scale program of public works, and urged pay for all proclaimed holidays.

Provincial Minister of Labour Lyle Wicks in addressing the convention blamed the federal Government for the "freeze" in hospital wages, which had been the subject of complaint on the part of the Hospital Employees Federal Union Local 180. He said that the federal Government did not give the province enough financial help to run the hospitals. He also stated that hospital workers' wages compared very favourably with those paid in other provinces.

To this the union's business manager, William Black, retorted that Mr. Wicks had overlooked the fact that the people of B.C. got more and better hospital service than those anywhere else in Canada. "We are determined we are not going to remain second-class citizens," he said.

The elections came as the climax of the three-day convention. It had been decided by the unity committee that it would be more "democratic" if there were no pre-arranged assignment of top positions, and the election was consequently "wide-open". James Barton, President of the old Trade Union Congress (TLC), who had been looked upon as one of the most likely candidates for the presidency, announced a day or two before the convention that he would not attend or run for office, saying that he was attending an international committee meeting of his own union.

Dan Radford, President of the former CCL Federation of Labour, and John Hayward, Secretary of the TUC, also decided not to seek election.

In the end, the contest for the presidency was between Bill Black of the Hospital Employees Union, Local 180, and George Bengough, of the Carpenters Union Local 452. Mr. Black received 259 votes against 85 for Mr. Bengough.

George Home was elected Secretary-Treasurer without opposition. Vice-presidents elected were: Joe Morris, President of the B.C. District, International Woodworkers of America; Vic Midgely, Carpenters; Bob Smeale, CBRE; and Paddy O'Neal, Pulp and Sulphite Workers.

## Manitoba

A general increase in wage rates which will keep consumer purchasing power more in line with production is the most important aim of trade unionism today, President Donovan Swailes told about 200 delegates to the two-day convention of the Manitoba Federation of Labour in Winnipeg November 3 and 4. It was at this convention that local bodies of the CCL and the One Big Union were incorporated into the Federation.

Mr. Swailes said that production per worker is rising steadily and that wages must continue to go up if the balance between production and consumption is to be maintained. "But there is evidence to show that wages are not increasing fast enough to maintain that balance," he contended.

Rapidly advancing automation is also making it necessary to seek longer paid vacations, a shorter work week, and extension of the principles of the guaranteed annual wage, displacement insurance and re-training of displaced workers, he said.

The delegates unanimously passed a resolution urging the provincial Government to accept the federal Government's proposed health plan, and they pledged the Federation to carry on a campaign to that end across the province.

Several delegates attacked the insurance companies as the chief influence behind the Manitoba Government's unwillingness to accept the federal plan.

Bob Russell, Executive Secretary of the Winnipeg and District Labour Council, said that no matter who "our enemies" are, the campaign for a national health plan was the No. 1 fight in Canada this year.

Another resolution which was unanimously adopted urged the Manitoba Government to assume a larger share of the cost of constructing schools in municipalities, and to pay a fair share of the cost of primary and secondary education in the province.

Other resolutions urged:—

That the provincial Government increase its contribution towards the cost of low-rental housing for "senior citizens".

Amendment of the Municipal Act to allow municipalities to proceed with slum clearances and low-rental subsidized housing without submitting proposals to a vote of the ratepayers.

Amendment of the Vacations with Pay Act to provide for two weeks' vacation after one year's service.

That employees of provincial crown companies be given the right to join unions and bargain collectively.

Early action by federal and provincial Governments on water control and flood protection.

Establishment of a provincial government fund to provide interest-free loans to students.

The federal Government to raise old age assistance to at least \$75 a month at age 65, without a means test.

That the provincial Government raise the maximum annual earnings on which workmen's compensation is based from the present \$3,500 to \$5,000.

Increased payments to widows and children of workmen killed in industrial accidents.

Business firms to hire more help for night work in shops instead of employing staff who have already done a full day's work.

Appointment of a full-time provincial Minister of Labour, who should be a trade unionist.

An appeal to organized labour for help in organizing the workers of poverty-stricken countries into free trade unions was made by Leslie Wismer, CLC Director of Legislation and Government Employees. "When the teeming millions of these workers become trade union members we will have achieved peace," he said.

In the election of officers Joseph (Jimmy) James, Winnipeg, was elected President in succession to Donovan Swailes, also of Winnipeg. Peter McSheffrey, Flin Flon, was re-elected Secretary-Treasurer. Vice-presidents elected were: Reg Slocombe, Winnipeg; Harry Schellenberg, Flin Flon; James R. Nicholls, Brandon; Mike Sedik, Selkirk; and G. Lawrence Taylor, Pine Falls.

## **Nova Scotia**

The power to refuse a seat in convention to any individual espousing Communism, Fascism or other totalitarian doctrine was voted into the constitution of Nova Scotia's new labour federation during its inaugural convention. The new body also made the decision to ban from its membership any organization controlled by non-democratic elements.

The merging of the province's two labour federations, the Nova Scotia Provincial Federation of Labour (formerly TLC) and the Nova Scotia Federation of Labour (formerly CCL), took place in Halifax November 19, 20 and 21. About 180 delegates from all parts of Nova Scotia attended the three-day sessions.

Ben O'Neil of Sydney became the first President of the new organization and Hugh MacLeod of Halifax, Secretary-Treasurer.

Vice-presidents of the federation are as follows: (CCL nominated) John Lynk, Dominion; Art MacKenzie to represent Colchester-Cumberland; Warren Riggs, to represent Pictou; (TLC nominated) Clarie Webber, Liverpool; Miss Eva Mumford, Valley, and Sinclair Allen, Halifax.

The new Nova Scotia Federation of Labour will represent approximately 50,000 organized workers in the province.

The convention heard addresses from Max Greenberg, New York, President of the Retail, Wholesale and Department Store Union; Nova Scotia Premier Robert L. Stanfield and the province's Deputy Minister of Labour, R. E. Anderson; and Donald MacDonald, Secretary-Treasurer of the CLC.

### **Provincial Premier**

Premier Robert L. Stanfield told the convention that his government and organized labour would be engaged in the same endeavour.

"You, by merging two federations, derive increased strength to try to work out a better standard of living for your workers," he said. "The aim of the government is to try to increase the living standards of all people—the farmers, fishermen and all the workers."

The Deputy Minister of Labour for Nova Scotia, R. E. Anderson, told the convention he highly approved of the merger.

Automation, Mr. Anderson said, had not made its appearance felt in Nova Scotia but "the time will soon come when we will have to make a frank appraisal of our apprenticeship training program, and we will have to look to your advisory committees for help in this problem".

CLC Secretary-Treasurer Donald MacDonald said that "organized labour is being hard put to maintain a living standard. We are not getting what we are entitled to out of a booming economy."

Organized labour, he said, had three major goals: (1) organization of the two-thirds of Canadian workers not now union members; (2) a full national health plan; and (3) a larger share of Canada's prosperity for the workers.

### **Retail Workers' President**

Max Greenberg, President of Retail, Wholesale and Department Store Workers, praised the convention for its stand in refusing to accept the membership of any organization controlled by or dominated by Communists, Fascists, or other totalitarians.

He spoke of the rapid growth of his union in the last two years. The union, he said, had a potential membership of 9,500,000 in Canada and the United States,



and urged the Federation to help organize store workers in Nova Scotia.

A sharp debate occurred on the first day of the joint convention when support was called for the writing into the Federation's constitution a section which ruled that "any person espousing Communism, Fascism, or other totalitarianism shall not be seated as a delegate in this federation".

Sinclair Allen, chairman of the committee on the new constitution, and Ben O'Neil, of the Sydney Steelworkers and President of the new Federation, supported the inclusion of the anti-Communist clauses. James K. Bell, Secretary-Treasurer of the Maritime Marine Workers' Federation, charged the action to ban individuals was "challenging the constitution of the parent federation" and would endanger local union autonomy.

"In Canada there is a new Canadian Labour Congress," Mr. Bell said, "and views of this national body were plainly set out in April. There is a basic principle involved here. As long as an organization pays its per capita tax it can send any delegate it chooses to the Congress convention."

Mr. O'Neil agreed it was true that the section was taken out of the CLC constitution. "I'm in favour of it being put into our constitution. If the national body wants to remove it from our constitution, that's up to them, but let us write it in," he said.

In voting on the matter Mr. Bell cast the only "nay" vote.

### Resolutions

Forty-six resolutions were approved and nineteen were left over for the consideration of the executive.

Among the approved resolutions was one hitting at political patronage appointments. Another called for conferences to facilitate the entry of the United Mine Workers' Union into the CLC.

Under legislative resolutions, some of Federation's requests were: laws guaranteeing two weeks' annual vacation with pay for all workers completing a year of service, whether the workers are organized or not; eight statutory holidays with pay a year, and time and a half in addition to their daily rate if they are compelled to work on statutory holidays; a supplementary old age pension of \$20 a month to be supplied by the provincial government; broader interpretation of the Disabled Persons' Allowance Act; a 40-hour work week for all workers and time and a half if they are compelled to work longer; and an increase in mothers' allowances.

Suggested amendments to the Trade Union Act included: certification of unions as bargaining agents if 51 per cent of the workers favour the union, prohibition of any change in conditions of employment while application of a union is pending before the Labour Relations Board, and more prompt dealing by the Labour Relations Board with union applications.

Federal aid towards the building of a vocational school on Cape Breton Island was requested. Also urged was the building in Canadian yards of all Canadian naval vessels and the repair in Nova Scotia yards of all navy ships based in the province.

Martin Merner and Joseph Gannon, Presidents of the former CCL and TLC federations, were joint chairmen of the merger convention.

### Saskatchewan

The Government of Saskatchewan has been asked by the newly-formed Saskatchewan Federation of Labour (CLC) to introduce a 40-hour, five-day week with two consecutive days off duty.

The Federation, at its unity convention, which brought together 175 official delegates and some 45 visitors, also went on record as approving a minimum wage of \$1 an hour.

The resolutions were passed at the conference in Regina November 14 to 17 which merged the Saskatchewan Federation of Labour (formerly CCL) and the Saskatchewan Provincial Federation of Labour (formerly TLC).

### Officers Elected

F. W. McClelland of Saskatoon was elected President of the Federation.

Other officers named were: Don Arnold and W. E. Smishek, Vice-presidents; I. E. Moore, Secretary-Treasurer; and David Young, Recording Secretary.

W. G. Davies, who served the former CCL federation as Executive Secretary from 1946, was appointed to that post in the merged body.

Others of the 137 resolutions submitted dealt with compensation, rent control and international affairs.

Delegates urged the federal Government to support the admission of Red China to the United Nations, and to spend a quarter of the annual defence budget on economic aid to underdeveloped nations.

Andrew Tait and F. W. McLelland, Presidents of the former TLC and CCL provincial federations, were joint chairmen of the convention.

## **New CLC Councils Formed In Five More Centres**

Mergers of local labour councils have been completed in two more centres, and in three others, former TLC councils have amended their constitutions to provide for membership of unions previously affiliated with the CCL.

The mergers were:—

The Essex and Kent Counties Trades and Labour Council and the Windsor Labour Council to form the Windsor and District Labour Council (CLC).

The Saskatoon Trades and Labour Council and the Saskatoon and District Labour Council to form the Saskatoon Labour Council (CLC).

The new CLC councils formed from former TLC councils and former CCL affiliates are:—

The Prince George Labour Council, the Orillia and District Labour Council and the Trenton and District Labour Council.

Two local mining unions in Newfoundland, the Buchans Miners Union and the Buchans Workers Protective Union, voted in mid-November to amalgamate and to affiliate as a local with the United Steelworkers of America.

In the United States, mergers of AFL and CIO organizations have been completed in 16 states. The states in which the AFL and CIO state federations have merged are: Arizona, Arkansas, Colorado, Iowa, Louisiana, Minnesota, Missouri, Montana, Nebraska, Oregon, South Dakota, Tennessee, Utah, Vermont, Virginia and Wyoming.

## **Two Paperworkers Unions Approve Plans to Merge**

Agreement was reached last month in New York on a merger between the International Brotherhood of Paper Makers (formerly AFL) and the United Paperworkers of America (formerly CIO). The merged body, to be known as the United Papermakers and Paperworkers International Union, will come into being at a convention early next year, preceded by separate meetings.

The merger, when effected, will be the first fusion of autonomous unions since AFL-CIO unity was achieved.

Officers of the two unions expect that this merger will later lead to a fusion between the new union and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

The new union, which will have a membership of 130,000, is expected to be

headed by Paul Phillips, President of the Paper Makers, while President Harry Sayre of the Paperworkers is reported to have been chosen as Executive Vice-president. Frank Grasso, UPA Secretary-Treasurer, will become General Vice-president; and Joseph Addy, IBPM Secretary-Treasurer, will hold that office in the new organization.

The International Brotherhood of Paper Makers has close to 60 locals in Canada with a membership of approximately 8,000. The former CIO paperworkers had no Canadian members.

## **Unemployment Insurance Payments Drop in U.S.**

A sharp decline in the number of workers in the United States drawing unemployment insurance benefits was recorded in fiscal year 1956, although both the number of workers eligible for protection and the dollar value of average weekly benefit payments reached all-time highs, the U.S. Department of Labor reports.

About one-third fewer workers received benefit payments each week and total payments declined 27 per cent in fiscal 1956, compared with the preceding fiscal year.

Aggregate payments by state employment security agencies to jobless workers covered by state unemployment insurance laws and the unemployment compensation program for federal civilian workers, for the year ending June 30, were \$1,313,000,000 or \$463 million less than the amount paid in fiscal year 1955. An average weekly number of 992,000 unemployed workers received benefits in fiscal 1956, compared with a weekly average of 1,408,000 in fiscal 1955.

However, the average weekly benefit check was \$1.28 larger in fiscal 1956, averaging \$26.33. The number of workers covered by state unemployment insurance laws increased by 1,600,000 during the year, and state money reserves to pay benefits rose \$232 million.

The Bureau of Employment Security attributed the decline in benefit payments to improved economic conditions, including record-high employment and low unemployment.

The annual report dealing with benefit years established and terminated under the terms of the Unemployment Insurance Act for the calendar year 1955 was released last month by the Dominion Bureau of Statistics and is obtainable at a cost of 50 cents from the Queen's Printer, Superintendent of Government Publications.

## **Former Deputy Minister, Dr. Bryce Stewart Dies**



A former outstanding Canadian Government administrator and recognized international authority on industrial relations, Dr. Bryce M. Stewart, died November 12 at his home in Scarsdale, N.Y., in his 73rd year.

He was at one time Editor of the *LABOUR GAZETTE*, Director of Canada's first employment service, and Deputy Minister of Labour during the Second World War.

Born at Lyn, Ont., he obtained his secondary education at Brockville and was graduated from Queen's University in 1911.

In 1914 Dr. Stewart entered the Department of Labour as a labour research specialist and statistician. During his first year with the Department, he collaborated with Robert H. Coats, then associate editor of the *LABOUR GAZETTE*, and the late C. W. Bolton in the production of the Department's notable scientific survey on the cost of living in Canada. (This was done under authority of a Royal Commission and supplemented an earlier survey on wholesale prices by Mr. Coats.)

In June 1917, Dr. Stewart was appointed to the editorship of the *LABOUR GAZETTE*.

The aftermath of the First World War with its problems of employment then engaged his activities and he was appointed Director of the first employment service of

Canada, the establishing of which, under his direction and supervision, was a pioneering project in social legislation in Canada.

Dr. Stewart resigned from the Department of Labour in 1922. From 1922 to 1927, Dr. Stewart was in charge of the administration of the employment exchanges under the employment insurance program established by the Amalgamated Clothing Workers of America. In 1927 he became a member of the Industrial Relations Counsellors and from 1930-31 he was a member of President Hoover's emergency council for employment. From 1930 until early 1940 he was a member of the state advisory council, New York Employment Service, and from 1933 was a member of the Federal Advisory Council, United States Employment Service.

Dr. Stewart contributed to modern labour studies and surveys in a series of books and articles, dealing particularly with employment office practice and procedure, labour laws, and unemployment compensation.

In 1940, the then Canadian Prime Minister, Rt. Hon. W. L. Mackenzie King, seeking a Deputy Minister of Labour to succeed W. A. Dickson, who had retired, urged Dr. Stewart to give of his talents and experience to Canada's war effort in the important field of labour-management relations.

Dr. Stewart was at that time Research Director of Industrial Relations Counsellors Inc., New York, and received leave of absence for his wartime service in Canada. From 1940 to 1942 he was Deputy Minister of Labour in Canada, Vice-Chairman of the National War Labour Board and representative of the Canadian Government on the International Labour Organization.

Dr. Stewart's services on behalf of the ILO were especially mentioned in a cable of sympathy from ILO Director-General David A. Morse: "... In addition to his distinguished personal career and his service as Deputy Minister of Labour we remember his support of ILO as Canadian Government Member, Governing Body in critical days of 1941...."

At the interment services in Lyn, the Department of Labour was represented by V. C. Phelan, presently Canadian Director of the ILO, who served under Dr. Stewart in the establishment of Canada's first employment service.

A pamphlet on the International Labour Organization, and Canada's part in it, has been written by V. C. Phelan, ILO's Canadian Director, for the Bureau of Current Affairs, Department of National Defence. Its title: *Canada and the ILO*.



## **Appointed Vice-Chairman Of Ont. Labour Board**

Until recently a staff member of the law faculty at the University of Alberta, G. W. T. Reed has been appointed Vice-Chairman of the Ontario Labour Relations Board.

Mr. Reed replaces Deputy Minister of Labour J. B. Metzler, who has been filling in during emergencies.

A steady increase in the Board's work load necessitated appointment of a full-time vice-chairman.

In Nova Scotia, Stephen T. Pyke, a mine clerk at Springhill, has been named provincial Minister of Labour and Minister of Public Works by Premier Robert L. Stanfield.

In New York it was announced last month that J. Harold D'Aoust, Canadian Director of the Textile Workers Union of America, has been appointed special assistant to the general president in charge of new organization. Paul Swait, a Canadian organizer in the United States, has been named acting Canadian Director.

In Montreal, the Canadian National Railways has announced two appointments of interest to Labour. William T. Wilson, former Deputy Chairman and Comptroller of the Wartime Prices and Trade Board, has been named Assistant Vice-president in charge of labour relations and T. A. Johnstone, a native of Winnipeg, has been made manager of the labour relations section.

## **Ryerson-Type Institute Promised Ottawa Area**

A school for advanced technical training that will operate along lines of the Egerton Ryerson Institute, Toronto, will be built in the Ottawa area in the near future, according to Hon. W. J. Dunlop, Ontario Minister of Education.

Municipalities besides Ottawa seeking to have the school within their precincts are Cornwall, Renfrew, Kingston, Perth, Almonte, Carleton Place and Smiths Falls.

It is estimated the school, when completed, will be worth some \$2,000,000, and will serve students from Eastern Ontario who want higher technical training than is provided in regular technical schools but who will not be going to university.

These in-between schools, according to former U.S. Connecticut Senator William Benton, writing in the December *Coronet*, have proved very satisfactory, particularly in Russia, where they are called "tekhnikums".

He notes that as many as 2,000 of these schools are operating in the USSR, giving courses to some 2,500,000 students.

The schools produce middle-grade specialists in many fields, including such areas as music, art, medicine and education. However, the great concentration is in the field of industry.

Industrial *tekhnikums* are operated by such ministries as electricity, railroads, communications and agriculture. And from them the various ministries draw their non-professional technicians, who move ahead into key supervisory and operating jobs in industry.

## **Older Workers Have Best Attendance Records**

Less time is lost by older workers through absenteeism than by younger ones, according to the findings of a committee of the Health League of Canada which has recently made a study of absenteeism.

The committee, headed by Dr. Charles W. MacMillan, Professor of Health and Social Medicine at McGill University, found that the percentage of man-days lost by workers under 20 years of age was higher than in any other age group, and that the percentage became increasingly lower as the age of the worker advanced, with those over 50 having the best record of all.

The committee also found that a small number of workers are usually responsible for most of the absences. It estimated that between 55 and 60 per cent of the lost time was attributable to less than 15 per cent of the employees. Women were found to have poorer records than men, with married women absent more than single women. The most common cause of absenteeism was personal or family illness or accident, the committee found.

An agreement giving hiring preference to men 40 years of age and over was reached last month between the United Plant Guard Workers of America and a Detroit industrial police firm. The agreement requires that not less than 60 per cent of all new employees be at least 40 years old.

## **Accident Statistics**

Work accidents to federal government employees reported to the Government Employees Compensation Branch increased in October and in the first six months of fiscal 1956-57. The totals were: October, 1,444; September, 1,281; first six months of fiscal 1956-57, 8,167; first six months of fiscal 1955-56, 7,702.

## **Ceylon's Minister Outlines Ideas on Arbitration**

If neither party in a labour dispute wishes to accept arbitration, nor refer the matter to the Industrial Court or the Labour Court, they should be allowed to fight it out, the Ceylon Labour Minister asserts, except where the government considers the industry to be a public utility service and on its own motion and not because of pressure from a union, refers the matter to the Industrial Court or Labour Court.

This was one proviso outlined by the Minister in advancing certain principles for the settlement of industrial disputes. His other suggestions are as follows:—

A union must, in the first instance, submit its demands to the employer. It must give him six days to send a reply, and if this is unsatisfactory, take further steps to negotiate with him.

Where the union concludes that negotiations with the employer have been fruitless, it should ask the Labour Department to intervene and give the Department sufficient time to arrange conferences, etc. At least one week will be regarded as adequate for the Department to send a reply, but a conference will be fixed not later than the second week. Negotiations must then proceed until such time as the Department reports failure.

At this stage the Department will endeavour to get the parties to agree to voluntary arbitration. The Department can state a case for adjudication by an arbitrator, or a proper court where either party is willing.

If a union resorts to strike action without following these rules, it must then send its workers back to work and follow these rules if it wishes to have government intervention. Government would then see that the foregoing rules are followed.

When negotiations take place between the employer and the union, or when a dispute is submitted to arbitration or adjudication, the strike must cease forthwith.

## **Recipients of Disabled, Blind Allowances Increase**

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 27,757 at June 30, 1956, to 29,464 at September 30, 1956.

The federal Government's contributions under the federal-provincial scheme totalled \$1,766,327.64 for the quarter ended September 30, 1956, compared with \$1,660,418.53

in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$9,511,191.66.

At September 30, 1956, the average monthly allowance in the provinces ranged from \$33.51 to \$39.32. In all provinces the maximum allowance paid was \$40 a month.

## **Blind Persons' Allowances**

The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,270 at June 30, 1956 to 8,301 at September 30, 1956.

The federal Government's contributions under the federal-provincial scheme totalled \$743,560.14 for the quarter ended September 30, 1956, compared with \$743,071.85 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$13,912,078.58.

At September 30, 1956, the average monthly allowance in the provinces ranged from \$37.84 to \$39.62. In all provinces the maximum allowance paid was \$40 a month.

## **Old Age Assistance**

The number of persons receiving old age assistance in Canada decreased from 92,630 at June 30, 1956 to 91,641 at September 30, 1956.

The federal Government's contributions under the federal-provincial scheme totalled \$5,137,771.19 for the quarter ended September 30, 1956, compared with \$5,169,085.46 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$93,788,397.31.

At September 30, 1956, the average monthly assistance in the provinces ranged from \$33.85 to \$38.09, except for one province where the average was \$27.78. In all provinces the maximum allowance paid was \$40 a month.

## **Labour Laws Must Not Favour One Party—PAI**

Proclaiming the principle that labour legislation must not reflect any exclusive devotion to any particular segment and that it must be integrated into the general body of laws, the Professional Association of Industrialists, in its annual brief to the Quebec Government, called for the abolition of "privileges" granted to organized labour.

The 1,800-word brief was presented to the provincial Premier and the members of his Cabinet by Lt.-Col. Hervé Baribeau, General President of the PAI, who headed a large delegation. The presentation of the brief coincided with the holding of the

12th convention of the PAI at Quebec from November 8 to 10.

The Association suggested that labour legislation be thought out again in terms of the governing idea that all citizens are equal before the law and in the eyes of those organizations which are charged with enforcing the law.

### Premier's Reply

In reply, Hon. Maurice Duplessis urged both labour and employers' organizations to show extreme vigilance and to protest when their rights are endangered. "Apathy and indifference are the principal agents of disorder at present," he said.

Among other suggestions, the PAI proposed various reforms in labour legislation for the purpose of preventing the absorption of the worker by the labour movement as such, ensuring the impartiality of arbitrators, having the Labour Relations Board and the arbitration courts give reasons for their decisions and having certificates of union recognition automatically revoked in case of any strike contrary to the specifications of the law or of an agreement.

"Perhaps there was a time," the brief stated, "when the theme of labour weakness could serve as a pretext for methods and formulae which did not conform to the principal law according to which all are equal in the eyes of law and authority and of the administrative and judicial bodies."

Retaining such methods and such formulae any longer, according to the PAI, would be tantamount to favouring abusive privileges, thanks to which the labour movement tends to absorb the worker to the detriment of his liberty and his responsibility.

The PAI also claimed that the setting up of all-powerful parity committees has led to a state of affairs which is strangling small and medium-sized concerns. It asked for an investigation to determine whether the system of juridical extension of collective agreements has yielded the results expected of it with a view to the common good.

The PAI also suggested that a distinction be made, in the legislation, between "employment conditions," which are the subject of a contract for the hiring of services, and "working conditions," which concern rather the physical surroundings in which the employee works and which are already governed by special laws.

Finally, the brief suggested that certificates of union recognition should list specifically all the categories of employees

included in the bargaining unit; that witnesses called by arbitration courts should be obliged to go, and that an oath should be required of them; and that present practices and tendencies should be considered in defining the word "strike".

The Premier stated that collective agreements are an excellent thing, but that they become dangerous when they are extended too far.

"The union is an excellent thing," he said, "but it becomes parasitism if it serves the purposes of only five or six persons. Likewise," he added, "democratic government is government of the people by the people and not of a class by a class."

Mr. Duplessis emphasized the fact that his Government is still favourable to small-scale industry, especially when it is decentralized so as to ensure the good of several districts.

---

## 11 U.S. Rail Unions Sign Three-Year Agreement

A new three-year collective agreement covering about 750,000 non-operating employees of United States railways, which became effective on November 1, provides for wage increases reaching 24 cents an hour in three stages. An increase of 10 cents an hour on November 1 of this year is to be followed by an increase of 7 cents an hour at the same date in each of the next two years.

Benefits other than wage increases include a cost-of-living escalator clause and an extension of health insurance to dependents of employees.

The escalator clause provides for an increase of one cent an hour for each rise of half a point in the consumer price index, adjustment to be made twice a year, beginning May 1. No drop in the index is to result in a reduction of wages below the level of September 1956, when the index stood at 117.1.

In addition to the benefits now provided to employees only by hospital associations formed by the companies before the initial negotiation of an insurance plan with the unions, the employing railways will pay \$4.25 a month (about 2½ cents an hour) for benefits to eligible dependents.

The original demand of the 11 non-operating unions was for an increase of 25 cents an hour within a short period. The railways' counter proposal was for a reduction of 6½ cents an hour, on the ground that the increase of 14½ cents which came into effect on December 1 last year had been excessive. That increase brought the average rate per hour to \$1.95½.



# The St. Lawrence Seaway and St. Lawrence Power Projects

From labour viewpoint, three organizations playing important roles in building of Canada's share of the twin projects: Central Hiring Bureau (NES), an employers' association and an allied trades council

Three organizations play an important part in Canada's share in the construction of the St. Lawrence Power Project and of the St. Lawrence Seaway. The Central Hiring Bureau or national manpower pool has made the arrangements for obtaining the labour required; the Labour Relations Association St. Lawrence Power Project, an employers' association, and the Allied Construction Council (CLC), representing 16 trade unions, have helped to build up and maintain harmonious relations between the contractors and the employees engaged in the work.

## Central Hiring Bureau

The purpose of the establishment of the manpower pool was twofold: first, to try to ensure an adequate supply of the right kinds of labour so that the construction work might proceed without delay; and, secondly, to endeavour to prevent a haphazard influx of applicants for work on the project, which might have resulted in a glut of some kinds of labour with consequent disappointment and loss of time and money for some of the applicants.

The groundwork of establishing the pool, which is part of the National Employment Service, began in the fall of 1954, preliminary work on the St. Lawrence Power Project having begun in August of that year. Pool headquarters were set up in the local office of the NES in Cornwall, Ont., and the first applications for jobs were received in February 1955. In July 1955 a branch office was opened in Morrisburg.

The pool works through the countrywide organization of the National Employment Service. Residents of the district in which the project is situated who apply for work are taken on first, then applications from farther afield are dealt with. Lists of vacancies are sent to local offices of the NES across Canada, together with detailed job descriptions, of which 130 are listed, explaining the kinds of skill and experience required.

With this information to guide them, officials of the local offices interview

applicants from their districts and fill out a report on each applicant who appears to be suitable. These reports are forwarded to pool headquarters in Cornwall, where they are screened. On the basis of these reports the head office makes its selection and authorizes the local offices to instruct those chosen to proceed to Cornwall.

On arrival at pool headquarters the applicants are given a final interview before being sent to the job. It has rarely happened, however, that an applicant has been rejected as a result of this interview.

At September 1956 there were about 1,400 applications on file at the pool office, considerably fewer than a year earlier, when there were as many as 4,000 on file.

Applications for labour from the contractors, about 20 of whom are now working on the project, are made through the Ontario Hydro Commission, which has two representatives in the pool office.

## Labour Relations Association and Allied Construction Council

The relationship between the Labour Relations Association and the Allied Construction Council is an extension of the principle that proved successful at Niagara Falls and at other projects of the Ontario Hydro Commission. There the Commission negotiated first of all with three or four, and later with 18 unions, banded together in the Allied Construction Council.

Before calling for tenders for work on the St. Lawrence Power Project, the Hydro Commission—the agency which, jointly with the New York Power Authority, is carrying out the construction of the project, and will be responsible for the operation of the powerhouse when it is completed—canvassed the idea of including all the contractors in an arrangement similar to the one in force at Niagara, the understanding being that the contractors who participated would be given a voice in the negotiation and administration of a collective agreement with terms which would apply to all of them. The response from the contractors was favourable and the Commission decided to go ahead with the plan.

In order to implement this arrangement in a manner that would enable the contractors to participate to the fullest extent, it was decided to form an employers' organization similar to the builders' exchanges common in the construction industry, which would represent the contractors in the same way as the Allied Construction Council represented the unions concerned. In September 1954, after the Commission had awarded the first two contracts for the St. Lawrence Power Project, the Labour Relations Association was formed.

The collective agreement which was later signed by the Association on behalf of the employers, and by the Allied Construction Council and each of the member unions individually on behalf of the employees, provides that each employee shall be a member of one of the unions and that he shall maintain his membership. A check-off of union dues is also provided for.

This agreement was renewed last April retroactive to January 27 for one year. Thereafter it runs from year to year, subject to notice of termination by either party within 60 days of the anniversary date each year.

The agreement recognizes seniority in regard to layoffs within each trade or trade group; and, although not specified in the agreement, seniority in regard to rehiring is not limited to service with any one employer. In other words seniority in rehiring is project-wide.

One of the articles in the agreement stipulates that there shall be no strikes or lockouts during the life of the agreement, and lays down a grievance procedure which begins with direct negotiation between the foreman and the shop steward, and passes through three steps leading, as a fourth and final step, to arbitration by a board consisting of a representative of each of the parties and an impartial chairman.

## Wages and Working Conditions

One of the objects of establishing the Labour Relations Association was to ensure uniformity of wages and working conditions under all contractors engaged on the project. The basic work-week is 44 hours, consisting of a nine-hour day on each of the first four days of the week and an eight-hour day on Friday. On jobs where three-shift work is in force these hours may by mutual agreement between employers and employees be changed to three shifts a day of eight hours, six days a week. At present only the company

Half the concrete work to be done on the St. Lawrence Seaway has been completed, Hon. Lionel Chevrier, President of the St. Lawrence Seaway Authority, announced November 20. Excavation and dredging were 60 per cent complete.

The waterway is on schedule for opening in the spring of 1959, he said.

At the beginning of November, construction of the Ontario Hydro's share of the St. Lawrence Power Project was nearing the half-way mark, the power commission announced.

engaged in pouring concrete on the dam is working three shifts, most of the others being on two-shift operation.

Overtime at the rate of time and a half is paid for all time worked in excess of the standard day or week. When six eight-hour days a week are being worked, the last four hours of the sixth day of the week are paid at the overtime rate, as well as any time in excess of the standard day or week. This provision, however, does not apply to firefighters or watchmen. There is generally plenty of overtime work for those who want it.

Work performed on Sundays or on any of eight statutory holidays named in the agreement is paid for at double time.

Shift differentials paid on three-shift operation are 7 cents an hour for the evening and 12 cents an hour for the night shift, while on two-shift operation 10 cents an hour is paid for the second shift.

Wage rates are those paid in the construction industry in Toronto, and the following are the hourly rates for some of the principal occupations: bricklayers \$2.61, carpenters \$2.40, painters \$2.05, plumbers \$2.50, electrical workers (journeymen) \$2.65, engineers operating various machines \$2.35 to \$2.75, welders \$2.35, machinists (journeymen) \$2.40, labourers \$1.45. Most of these rates were due to be increased on November 1, generally by 5 cents an hour.

Among the weekly-rated occupations are: cooks \$69.33 to \$88.05, second cooks \$62.40 to \$69.33, bull cooks \$34.66 to \$39.52, waiters or waitress \$32.57 to \$35.36. Weekly-rated clerical employees' wages run from \$43.17 to \$122.04 for a 37½-hour week to a range of from \$50.65 to \$143.19 for a 44-hour week.

Although the collective agreement contains many provisions to protect the interests of the employees, W. H. Barnes, General Manager of the Labour Relations Association, believes that the secret of the amicable relations that exist between the

contractors and their employees lies in the atmosphere of friendliness and mutual confidence that has grown up between the parties, and which shows itself in many ways. Without this atmosphere, he believes, trouble is likely to occur in spite of the formal safeguards contained in agreements.

### Composition of the Work Force

At mid-September about 4,300 men were at work on the Canadian side of the project in the 40-mile stretch between Cornwall and Prescott. Of these, about 60 per cent were skilled, 10 per cent semi-skilled, and 30 per cent unskilled.

Nearly all the unskilled workers are drawn from the neighbourhood in which the work is being carried on, between 8 and 10 per cent of the semi-skilled are from outside the local area and from 85 to 90 per cent of the skilled labour comes from outside the district. The local area includes the territory served by the NES local offices of Pembroke, Renfrew, Arnprior, Perth, Carleton Place, Smiths Falls, Gananoque and Kingston.

During the first year of work, about 67 per cent of the skilled workers were local men but as the demand grew it became necessary to draw from outside sources. Men working on the project come from all parts of Canada, some even from as far as the West Coast.

On the American side of the project there are at present about 6,700 men at work, of which some 65 per cent are said to be unskilled labourers—a much larger percentage than on the Canadian side. In view of the variable nature of the undertakings which make up the project, however, such comparisons are probably of little significance. On the American side, as on the Canadian, most of the labourers come from the surrounding district.

The labour turnover on the Canadian side is something less than 10 per cent a month. There is necessarily a great deal of moving about from one job to another and from one employer to another, as one job is completed and another begins. This gives special importance to project-wide seniority in rehiring.

In spite of the efforts that have been made to provide steady employment throughout the year it has not been possible to avoid laying off some men during the winter. Last year about 10 per cent of the work force was laid off from November to March. This year it is expected that about 20 per cent will be laid off.

Employment on the project has now reached the peak, and there may be a

slight falling off next year, NES officials estimate.

Although house rents and the price of houses in Cornwall are very high, the cost of room and board has remained moderate, about \$20 a week being an average charge. Three companies maintain camps on the job site, and one of these camps accommodates several hundred men. The others are smaller. In the camps the standard charge for bed and board is \$2.35 a day. The camp staffs are composed entirely of men, except in one case where some female help is employed.

### Safety Measures

The safety program in force on the St. Lawrence Power Project is based upon the Ontario Hydro Commission's experience in the construction of a number of power projects on which it has been engaged since 1947, particularly the project at Niagara Falls.

It was at Niagara Falls that the Commission first decided to try to induce the workers themselves to take an active interest in the safety program, and to assume responsibility for their own safety instead of having safety rules imposed upon them from above.

To quote from an outline of the safety program issued by the Commission, "the Niagara Falls Project saw the first attempt by the Commission to bring safety down to a workable level—that is, in the hands of the men on the job. It was felt that enforcement of safety solely through rules, regulations, directives, and safety policing by inspectors left something to be desired. In fact, accident frequency and security figures were decidedly disappointing. It appeared that a list of safety rules and policing methods from above simply didn't make safe workers.

"...The introduction of Labour Management Production Committees on the Niagara Project seemed to provide the start of an answer.... Already proven in the manufacturing industries, these committees concern themselves with production problems, safety, communications, salvage, morale—in short, all subjects of mutual interest to management and the workers outside of union bargaining and grievance matters. This mutual interest is given equal voice by the membership of the LMP committee—half from management's ranks, the remaining half from labour."

This method of applying safety measures worked. "The worker on the job developed a new concept of safety. Accident statistics registered a gradual drop. The worker who could not be made personally aware of



safety through policing from above became a far sterner policeman of himself and his co-workers when the responsibility was placed in his own hands."

With a few changes, the safety program that had proved successful at Niagara Falls was adopted for the St. Lawrence Project. The huge scale of the project, however, produced complications. Moreover, there were a number of contractors involved instead of only the one—the Commission—at Niagara.

The terms of the contracts with the contractors require the provision of safety facilities and procedures by the successful bidders. As there were no labour management production committees on the project, special safety committees were formed in each work division. On these committees labour and management are represented in equal proportions. For labour the representation is by trade or occupation within each working group, and the labour representative is often the shop steward, while the foreman in charge of the group usually represents management.

Under this arrangement, therefore, the carpenters in a division have a representative on the safety committee, the electricians another, the labourers another, and so on. The total number of representatives on the committee may be 10 or 15. The committees meet weekly on company time.

There is also a higher body known as the Project Central Safety Committee, composed of representatives of labour and management from each of the divisional safety committees. This committee meets once a month.

Every worker on the project is required to wear a "hard hat". Wearing a hard hat is reported to have saved the life of one of the men who was involved in a car accident not long ago while on his way to work on the graveyard shift. Doubtless there have been many similar instances. The men are also expected to wear safety boots, which are supplied at a low price.

A hospital for men who are injured or taken ill on the job is maintained by the Ontario Hydro.

So far there have been four fatal accidents on the project.

Workmen's compensation for those injured on the project is administered by the Ontario Board.

## Labour Shortages

A shortage of certain kinds of skilled labour was experienced on the project during the past summer. Trades particularly mentioned as being affected included:

shovel and crane operators; steam derrick operators; bulldozer, scraper, front-end loader operators; heavy duty mechanics; welders; Euclid drivers; and semi-trailer and heavy truck (5 to 10 tons) drivers.

In order to qualify as an operator of one of the power shovels, cranes, pile drivers, or other machines of a similar kind that are at work on the project, according to Ontario law, which applies in such matters, a man must first serve as an oiler or helper for 18 months. At the end of that time he may, if he is 18 years of age or over, apply for an engineer's certificate. His application must be signed by the engineer with whom he has worked as a helper. In order to qualify he must pass a fairly stiff examination.

## Jurisdictional Disputes

Although, with so many unions involved, jurisdictional disputes are common, such disputes are usually settled by negotiations between the unions concerned. In cases where agreement cannot be reached in this way the Labour Relations Association, under the terms of the collective agreement, has the right to decide the question pending any agreement that may later be arrived at between the unions.

Since every day several thousand employees must necessarily pass and repass from the Canadian to the American side, and vice versa, arrangements have been made between the two governments to facilitate such movement. Each contractor must keep a list of his employees and must issue an identification card to each man. If in possession of such cards, persons engaged on the project who are citizens of, or have legally landed in either Canada or the United States, are allowed to cross and recross the border in the vicinity of the cofferdams, provided that they have first had a clearance in accordance with established procedures. This, of course, does not mean that such persons are free to take jobs on either side of the border, but merely that they may move freely from side to side in the course of their work.

## Estimated Costs

According to one of the contractors engaged on the American side, about \$42,000,000 worth of construction equipment is at present in use on that side. Thus the cost of the machinery in use on the American side alone is equal to about 6 per cent of the entire cost of the Seaway and the power project. This is evidence of the extent to which machines are being

used to minimize the amount of labour required in the enterprise.

For example, 6,500 persons who have been living in the area on the Canadian side which will eventually be flooded have to be moved to three new towns which are being established on higher ground. Most of the houses that these people have been living in are being moved to the new towns. This work is to be completed by next fall. Yet this tremendous house-moving job is being done by a regular crew of about 30 men by means of special machines, one of which is capable of lifting a house weighing 200 tons. An American firm has this contract, but an American contractor who receives a contract for work

on the project to be done entirely in Canadian territory is required to employ Canadian workers if Canadians with the necessary skills are available.

The St. Lawrence Power Project, which it is estimated will cost \$600,000,000, is due to be completed by the spring of 1959. Work on the project was officially opened on August 10, 1954. The estimated cost of the St. Lawrence Seaway, which is also to be completed by the spring of 1959, according to the timetable, is \$100,000,000.

The Seaway has gained the most publicity but a comparison of the cost of the Seaway with that of the power project shows that the latter represents by far the larger part of the whole undertaking.

---

## The Labour Injunction in British Columbia, 1946-1955

Digest of a book to be published this month, specially prepared for the *Labour Gazette* by the author, Prof. A.W. R. Carrothers, who was aided by a grant under Labour Department-University Research Program

The following digest of *The Labour Injunction in British Columbia 1946-1955\** was prepared by the author, Prof. A. W. R. Carrothers,† specially for the *LABOUR GAZETTE*. The conclusions reached by Prof. Carrothers are his own; the Department assumes no responsibility for them.

Part One of the digest summarizes the Introduction, Chapter One ("The Injunction"), and Chapter Two ("The Enforcement of the Injunction"). Part Two is a condensation of Chapter Three ("A Study in the Law of Picketing"). Part Three is principally a brief of Chapter Five ("The Operation of the Injunction: Critique and Summary").

The digest does not cover the materials in Chapter Four ("The Incidence of the Injunction in Labour-Management Disputes in British Columbia 1946-1955"), being briefs of the court records and reports, and editorial comments, of the 75 labour injunction cases in which writs were issued in British Columbia between 1946 and 1955. The digest refers only to three of the two hundred-odd cases, statutes, texts and periodicals cited in the main study.

---

\*Published December 1956 by CCH Canadian Limited, 1200 Lawrence Avenue West, Toronto; pp. 300 approx.; \$7.50.

†Law Faculty, University of British Columbia. Prof. Carrothers has done extensive research in matters of labour-management relations and has had considerable experience in conciliation and arbitration work.

And it does not digest any of the materials in the tables and appendices. The tables record: (a) the distribution of solicitors in the cases according to client (management or labour); (b) the incidence of injunction applications according to union and year; (c) the incidence of injunction applications according to industry and year; (d) the number of injunctions granted, modified or denied, *ex parte* or on notice, by year; (e) the circumstances of picketing (or other activity) in which an injunction was sought; (f) the principal reasons alleged for seeking injunctive relief; (g) the provisions respecting liberty to apply to set aside or vary, duration of injunctions, notation respecting liability to process of execution, and provisions for substitutional service by year; (h) the principal contents of the injunctions; (i) unionization in Canada and British Columbia 1945-1954; and (j) strike-lockout pattern in Canada and British Columbia 1945-1954.

The appendices include: (A) the questions in the form used in the survey of solicitors; (B) an account of the legislative history of the British Columbia Trade-unions Act; (C) a chronological list by registry of labour injunction cases recording the significant features of the cases; (E) a compilation of unreported judgments of British Columbia courts relating to picketing; (F) the interlocutory injunction granted in the *Southern* cases which was used as a precedent in many later cases; (G) the Norris-LaGuardia Act; and (H) excerpts from the Taft-Hartley Act relating to the use of the injunction.

## Part One: The Injunction and its Enforcement

**Introduction**—The use of the injunction in labour disputes has been a subject of controversy for over 70 years. In England its use has been curbed as a matter of practice without the aid of special legislation. In the United States, on the other hand, its use was not restricted until the passing of the Norris-LaGuardia Act in 1932. In Canada, largely because of the uncertainty of the law of picketing, the law of the labour injunction is nebulous. Although the Trade-unions Act in British Columbia purports to regulate the use of the labour injunction, the meaning of the statute is not clear; and no other province has such statutory regulation.

**The Injunction**—The injunction is a form of judicial relief whereby the court orders a party to proceedings to refrain from doing specified acts (a restrictive injunction) or to do certain specified acts (a mandatory injunction). This study is concerned only with the restrictive injunction as it applies to labour disputes.

The restrictive injunction is an extraordinary legal remedy, originating in equity, restraining and enjoining the defendant from doing the types of acts set out in the order. It is available to a plaintiff, frequently without notice to the party enjoined (*ex parte*), as a temporary emergency remedy before trial (or as a permanent remedy after trial) where there may be established a *prima facie* case of actionable irreparable harm to the plaintiff and where it appears to the court to be just and convenient to grant the order. The object of the order is to prevent irreparable damage and a multiplicity of actions which would arise from recurring torts.

**Enforcement of the Injunction**—Failure to obey an injunction subjects the person or persons enjoined to liability to fine or imprisonment for contempt of court. The law of contempt of court as it arose out of the breach of a labour injunction was recently examined by the Supreme Court of Canada in *Poje v. A.G.B.C.* [1953] 2 DLR 785 (L.G., 1953, p. 1336). In that case Poje was jailed, and he and others were fined, for flouting an injunction granted in the course of the lumber strike on the west coast of British Columbia in 1952. A shipping company obtained an

injunction against picketing. Upon its breach the company brought proceedings for contempt of court; the lumber dispute was settled, however, and the plaintiff withdrew from the contempt proceedings. But the court, acting thereafter on its own motion, found the defendants guilty of contempt of court, and sentenced them accordingly. Appeals to the British Columbia Court of Appeal and the Supreme Court of Canada were dismissed.

The principal issues in the case were whether the injunction was a nullity, whether the court had jurisdiction to proceed on its own motion, whether the contempt was civil or criminal, and whether the order of the court disposing of the case was appealable. These issues were dealt with as follows. The order of a Supreme Court judge was held never to be a nullity. It is to be obeyed until it is set aside. Where the order is an injunction in a labour dispute its obedience may lose to those enjoined an economic advantage to which they may hold the view that they are entitled. But disobeying the order instead of appealing within the framework of the law may subject the actors to process of execution to compel them to obey it or to put down the contempt. The court may act on its own motion against a criminal contempt. Or the party for whose benefit the injunction was obtained may take contempt proceedings to enforce the injunction civilly; once started the proceedings may take on a criminal character and may, in the discretion of the court and without regard to any bargain or arrangement between the parties, subject the contemnors to penalty by way of fine or imprisonment for their wrongful acts. It may be taken from the judgment of the Supreme Court of Canada that there is no right of appeal from an order in respect of criminal contempt. But under the new Criminal Code where a court, judge, justice or magistrate summarily convicts a person for a contempt of court committed in the face of the court and imposes punishment, that person may appeal against the punishment imposed; and where a court or judge summarily convicts a person for a contempt of court not committed in the face of the court and punishment is imposed, that person may appeal from the conviction, or against the punishment imposed.



## Part Two: An Outline of the Law of Picketing

The particular use of the injunction in labour disputes is by an employer against his employees or their union, enjoining various forms of allegedly wrongful picketing; the picketing is generally calculated to bring economic pressure on the employer by securing the withdrawal of labour and by restricting the market for the employer's product, with a view to inducing or obliging the employer to accede to terms for a collective agreement concerning wages, hours and working conditions of his employees. The tortious acts which are most commonly enjoined in periods of striking and picketing are conduct amounting to intimidation, nuisance and flagrant trespass. The most familiar of these, watching and besetting, in addition to being a type of nuisance, is also a crime, and the general act of picketing on the civil side has statutory limitations in the form of persuasion, warning, and the communication and publication of information. Other torts against which a labour injunction typically may run are conspiracy to injure or to commit some unlawful act, and inducing a breach of contract or interfering with contractual relations.

Picketing in its legal aspects may be approached from three distinct but complementary points of view: (a) the form of the picketing; (b) the object of the picketing; and (c) the result of the picketing.

**The Form of Picketing**—Picketing which by its nature involves the commission of a tort is unlawful. Thus where there occur acts of assault, battery, trespass, defamation, intimidation or nuisance, the picketing to that extent is unlawful. Of these the first three are fairly easily recognized: (1) Pickets must not directly threaten anyone with bodily harm; (2) must not commit bodily harm; and (3) must not enter upon the property of another without permission.

The law of defamation is a little more difficult to abbreviate. However, liability may be avoided by confining any statement, whether written or oral, to statements of existing fact, and by avoiding statements of opinion.

To state briefly the law of intimidation is more difficult still. A threat to do a lawful act is not by itself unlawful, but a threat to do an unlawful act is unlawful.

The law of nuisance is perhaps the most confused of all. Recent cases reveal some acts which may be done and some acts

which may not be done, but the lawfulness of a large area of conduct on the picket line remains speculative.

The subjects of intimidation and nuisance raise the practical question of the number of pickets which may be used. A number of cases have dealt with intimidation resulting from "mass" picketing, but there is no clear indication as to how such conduct ought to be treated. Where the mass picketing is continuing and the resulting intimidation is substantial, there seems to be a tendency to enjoin all picketing in order to prevent a breach of the peace; where that object does not appear necessary on the facts there seems to be a tendency to phrase the injunction in language which allows peaceful communication. As for nuisance, the cases give no further clarification of the common law. The British Columbia Trade-unions Act probably relieves trade unions and their members from some acts which may have been nuisances at common law, but authority for a more precise statement does not seem to lie in the cases.

**The Object of Picketing**—The tort of civil conspiracy arises where two or more persons carry out a course of conduct which is wrongful or in support of an end which is wrongful. The cases are not decisive on the question whether a conspiracy exists when the conduct or end is wrongful but not actionable, such as the breach of a statute which provides no civil remedy for its breach. Furthermore, the tort of civil conspiracy arises where two or more persons carry out a course of conduct lawful if performed by one person, if the object of the conspiracy is to injure and if injury results. It is not clear from the cases what is meant by "object to injure" or how that object may be established. The standard of "reasonable self-interest" is advanced in some cases, but has not been consistently recognized.

The doctrine of civil conspiracy is particularly applicable to picketing activity, which is generally carried out in concert. The doctrine is considered here in relation to some common circumstances of picketing.

(i) What is the status of picketing carried out in support of an unlawful strike? The cases are divided on this question. But it is submitted that picketing in this circumstance is an unlawful conspiracy to accomplish an unlawful end, and that the British Columbia Trade-unions Act does not relieve against liability.

(ii) What is the status of "secondary" picketing by a union party to a labour dispute against a stranger to the dispute, carried out with a view to creating pressure which will settle the dispute in favour of the employees? This circumstance of picketing is not necessarily unlawful; but its lawfulness turns on certain findings of fact: does the picketing constitute intimidation, a conspiracy to injure or to induce an unlawful strike (in which the strikers must have as matters of fact a "common understanding" and a compulsive purpose) or inducement of a breach of contract (discussed later)? Where the public is not present, the findings or conclusions of fact may tend to be determined against the picketers.

(iii) What is the status of "sympathetic" picketing by a union not party to a labour dispute but sympathetic to the cause of a union party to the dispute, against the employer party to the dispute (direct sympathetic picketing) or a stranger to the dispute (secondary sympathetic picketing), carried out with a view to creating pressure which will settle the dispute in favour of the employees party to the dispute? Sympathetic picketing is almost certain, on conclusions of fact, to run afoul of the law of conspiracy to injure and to strike illegally, and the law of breach of contract (discussed later).

(iv) What is the status of "token" or "signal" picketing carried out in locations in which the public is not present and in which employees and other persons in the area already have the information which the picketing is ostensibly designed to convey? Token picketing should not in principle be treated any differently from any other circumstances of picketing; but the cases reveal a tendency to interpret token picketing as having as a matter of fact the object not merely of conveying information but of accomplishing some injurious purpose.

(v) What is the status of picketing carried out to induce an employer to bargain with a union which has no certificate of bargaining authority and with whom the employer has no obligation to bargain? Although recognition picketing is not necessarily unlawful, it may be enjoined in part on in whole if it is found as a conclusion of fact to be a nuisance, to be a conspiracy to attain an unlawful end such as to oblige a person ineligible for union membership to be subject to a collective agreement (although this result might conceivably be obtained lawfully by consent), to impose injury outside the area of the union's reasonable self-interest and

therefore to be a conspiracy to injure, or to induce breach of contract (discussed later).

(vi) What is the status of picketing carried out to settle a grievance with an employer? Grievance picketing, it is submitted, is unlawful as constituting a conspiracy to offend the Labour Relations Act or other labour code.

**The Result of Picketing**—The law of inducing breach of contract as it affects picketing may be stated as follows. It is unlawful directly to procure the breach of a contract by either persuasion or prevention of a party to a contract. It is also unlawful indirectly to procure a breach by persuasion (or prevention) of a third party to do an unlawful act (such as an employee to break his contract of employment). But the tortfeasor must have knowledge of the contract and must intend to cause damage and damage must result as a necessary consequence of the breach.

Picketing peaceful in form ("information" picketing without intimidation) may constitute the tort provided the following facts are established: (1) there is a breach of contract; and (2) the pickets or their principals have knowledge of the contract; and (3) the pickets or their principals intend to and do cause damage; and (4) the picketing be found to advocate not merely an end which may be attained by lawful means but to advocate unlawful means, such as striking unlawfully, which requires of the strikers a common understanding and a compulsive purpose against an employer; and (5) the breach of contract is the necessary consequence of the picketing. Otherwise, even though peaceful picketing results in breach of contract, the picketing is not unlawful. These principles are derived from a recent English case, *D.C. Thomson & Co. Ltd. v. Deakin et al* [1952] Ch 646 (Court of Appeal). The Canadian cases do not set out the law clearly, but the decisions in result are not necessarily inconsistent with the foregoing principles.

**Summary**—The precedents show that the principles of the law of tort affecting picketing are not specific, and that facts and conclusions of fact are obscured by their confusion with questions of law. The application of law to facts has in some cases produced uncertain results, and where questions of fact and law have been mixed the cases do not tend to weather well the process of unmixing.

Of the three points of view of the tort law of picketing the first, form, is the clearest, both in the enunciation of the principles of law and in the identification

of facts. The second, object, remains obscure in law and consequently obscure in the identification of fact. The cases are in conflict on both counts. And the courts may not be expected to reach consistent conclusions of fact (from which guidance as to lawful conduct may be obtained) until the law from which the relevance of facts may be determined is enunciated in more specific terms. The third point of view, result, has in its legal aspects only recently assumed discernible bounds and but for the eminence of the English Court of Appeal might still be obscured in precedent: even so the applicability of the

principles to the Canadian scene has yet to be demonstrated through the cases. The application of the law depends on the identification of many difficult conclusions of fact to the basis of which there is little if any guidance in the cases.

The fact that the courts should differ so markedly in their views of the law, and in their conclusions of fact respecting the significance of picketing, is indicative that in this branch of labour relations the more strictly legal aspects are no more certain and no less problematical than are the social, economic and political aspects, by which law, in the broader sense, is shaped.

### Part Three: The Operation of the Labour Injunction in British Columbia: A Critique

An examination of the records in the court registries throughout British Columbia revealed that from 1946 to 1955 inclusive, 75 writs were issued in which injunctions were sought in labour-management disputes. The heaviest years were 1949, 1952 and 1953, in which 10, 15 and 30 writs were issued respectively. The defendant unions totalled 22, those most frequently defendants being the International Woodworkers of America, today a strong union in the lumber industry, with 27 actions against them or their representatives, and the Canadian Seamen's Union, now defunct, with eight actions against them. The industries most affected by the actions were lumber (27 writs), shipping and wharfing (11 writs), construction (10 writs), and manufacturing (7 writs).

An analysis was made of the court records and a survey was taken of solicitors both by personal interview and through survey forms. The object of the survey was to obtain an expression of opinion on certain aspects of the labour injunction from persons experienced in its use. Of the 46 solicitors who acted in the cases, 42 were interviewed; of these, 30 returned the survey forms. The solicitors who returned the forms were fairly evenly distributed in the range from those with a heavy practice in labour matters to those with a casual labour practice. Of the 33 solicitors, either individuals or firms, who acted for plaintiff employers, seven acted in 56 per cent of the cases; 14, or less than 43 per cent, acted in over 74 per cent of the cases. Of the 19 solicitors who acted for defendant unions or employees, two acted in over half the cases; eight, or less than half, acted in over 78 per cent of the cases. On the other hand, 24 solicitors acted in only

one case each, and only six firms had a mixed practice, representing on occasion either labour or management.

The material taken from the records and the views obtained from the solicitors are analysed below in the light of certain basic criticisms of the use of the labour injunction, with a view to examining the validity of the criticisms.

Criticisms voiced against the use of the injunction generally follow one or more of the formulations set out in italics. Substantiation or refutation cannot be claimed outright for most of the criticisms; many fall within areas not of recordable fact but of opinion and possibly of speculation. Consequently it may be that in any given case the only conclusion that ought to be drawn is not that of criticism is invalid but that its validity cannot be determined solely through a consideration of legal materials.

*(1) The discretion of the court in granting an ex parte injunction before trial, being exercised without notice to the party whose freedom of action the order restrains, may appear in given cases to be exercised perfunctorily.*

Evidence of despatch may be found throughout the records. To begin with, of the 68 injunctions granted, 63 were granted *ex parte*, five on notice. Of those granted *ex parte*, 51 were granted in the form in which they were applied for and 12 were modified, three of them in the text of the injunction and nine in some lesser respect.

Some dozen cases in the Vancouver registry bear a notation of the judge granting leave to file the order in the court registry after the registry was closed to the public. And the tendency to copy precedent verbatim, even to copying, from



the *Southam* injunction, words designed to take into account the fact that labour relations were then still governed by war-time regulations which have long since been superseded by provincial legislation, is further evidence of haste produced by the real or fancied urgency of the circumstances giving rise to the *ex parte* application. It by no means follows that injunctions granted *ex parte* in their original form ought not to have been so granted; but the record does establish a pattern that injunctions in labour disputes generally have been obtained without notice to the defendant and have been granted by and large in the form in which they were sought. To determine whether the injunctions ought to have been granted in their particular forms would involve sitting in judgment of the disputes, many of which never went beyond the granting of the interim injunction, and drawing conclusions from records many of which contain no evidence filed on behalf of the defendants.

The element of speed induced by a felt urgency on the part of the plaintiff is apparent; and the need for care by both court and counsel in the issuance of an order restraining the freedom of action of a person absent from court and ignorant of the proceedings is obvious. That the person so enjoined may harbour a suspicion that the processes of the court were invoked and exercised with less vigilance than that to which he may feel a claim, is understandable. But most cases never progressed beyond the first stages, and the records do not provide an adequate basis for judging the propriety of the initial proceedings.

(2) *Ex parte interim injunctions are granted on allegations of fact contained in affidavits filed by the plaintiff in which the evidence is strained in favour of the party moving the court for the order; the deponents are not cross-examined, nor is their evidence, often on information and belief, tested in any other way before the order is granted.*

The fact is much of the evidence is on information and belief in many cases. In a majority of cases there was at least one such affidavit; and in the rare instances in which the deponents ultimately were cross-examined on their affidavits the depositions tended to lose strength. That was equally true of affidavits filed by the defendant.

The nature of the affidavits raises the fundamental question, running through all the criticisms, of the nature of the responsibility of counsel to the court. It is submitted that on an *ex parte* application

for a labour injunction counsel must assume responsibility beyond that of a mere advocate for his client: he is an officer of the court, invoking the discretion of the court to obtain an order backed by the sanctions of attachment and committal, restraining the freedom of conduct in an economic dispute of persons who have no knowledge of the proceedings. It must be apparent that counsel must do more than put the case of his client in its best possible light short of deceiving the court; on him must rest a heavy burden to give the court a fair and accurate picture of the events giving rise to the application, whether they are favourable or detrimental to his client's cause. It may well be that evidence on information and belief is the best that can be obtained in the exigencies of the case. But it is submitted that affidavit evidence on information and belief ought to be used sparingly, and only in instances of imperative need.

(3) *On ex parte interim injunctions the burden is put on the defendant or defendants to move to set the order aside, whereas the injunction ought to run only for a fixed period with the burden on the plaintiff to seek an extension.*

The closing words of the form of the interim injunction in the Supreme Court Rules, "until after the trial of this action or until further order," are of significance in two respects.

First, the form of the order does not specify that liberty be given to the defendant to apply to dissolve the injunction; such liberty is generally taken to be inherent in an interlocutory order. Thus the liberty to apply provisions found in so many of the orders granted in British Columbia are in a sense redundant; but where the order specifies that a stated number of days' notice be given of motion to set aside or vary the order the provision is a material addition to the order.

The second significance of the closing words is that they specify that the duration of the order be until trial unless a subsequent order is made. Some injunctions are deficient in that these words are not used; as a consequence the temporary injunction appears on its face to be permanent. The deficiency does not render the injunction void, but it may well provide grounds for upsetting the injunction on motion.

Another aspect of the form of the injunction is the notation respecting liability to process of execution for failure to obey. Such notation is necessary only on a mandatory injunction, but was found to have been entered on a number of restraining orders in labour cases.

A further aspect of the form of the injunction is the provision for substitutional service, invariably by posting a copy of the injunction in a conspicuous place on the property being picketed or in the picketed area. Such a provision is a matter of discretion. Where the identity of the pickets is not known or there are large numbers, substitutional service by posting might be the only practical method of effecting service. Thus in the *Poje* case a copy of the injunction order was attached to the bridge on which the pickets gathered and was read *viva voce* to the pickets by the sheriff of the County of Nanaimo.

Most injunctions required one day's notice of motion to set aside, although in strictness the absence of any provision at all does not affect the validity of the order. Nineteen orders were found to contain an annotation respecting liability to process of execution for failure to obey, sometimes entered on the form at the time of its original preparation, sometimes entered subsequently. In 28 cases, provision was made for substitution service.

However, as to the duration of the injunction, only 20 of the 68 interlocutory orders granted used the precise language of the Rules of the Supreme Court. Of the remaining 48, 15 used part of the language; 15, all of them *ex parte*, contained a provision for a fixed period ranging from three to fifteen days; and 18 contained no provision whatever respecting duration.

Although the burden placed on the defendant to set aside the order is not a criticism justified on the law of British Columbia as revealed in the form for interim injunctions provided in the Supreme Court Rules, the failure of an *ex parte* order to adhere to the form in respect of duration would appear to be a defect which may form the basis of an application to set the order aside.

(4) *The Trade-unions Act, regarded as the charter of the trade union movement conceding freedom from injunction, is disregarded.*

Opinions on the significance of the Trade-unions Act in the law of picketing range from the view expressed in the above criticism that the statute is the charter of trade unionism freeing the labour movement from the operation of the injunction, to the view that at best the Act protects picketing in the course of a labour dispute conducted in a manner not inconsistent with the Labour Relations Act.

In 54 out of the 68 injunctions granted, the restraint ran against watching and besetting. In 15 of the 68 cases the injunction ran against picketing *per se*. On the

other hand, in 17 other cases the freedom of the picketers under the Trade-unions Act was specifically preserved in the first instance.

The uncertainty of the law of picketing makes it impossible to evaluate the criticism that the Trade-unions Act is disregarded. It may be that except where the injunction runs against picketing as such or against the communication of information generally, peaceful picketing is not precluded by an injunction against watching and besetting. Beyond that any conclusion respecting the criticism depends on the meaning given to "watching and besetting," an undefined expression taken from the criminal law.

(5) *The broad language of the injunction, in given cases going further than the circumstances warrant, arms the employer with a militant power more onerous than the criminal law. Furthermore the legal phraseology is often incomprehensible to and in a manner intimidates the layman.*

Perhaps the greatest criticism ought to be directed at the use of the expression "watching and besetting," on the reasoning that an expression to which no one has succeeded in giving a clear meaning ought not to be invoked as expressing an injunctive restraint. The expression has been equated to peaceful picketing, but an examination of the Criminal Code shows that it cannot reasonably be so. When a member of the Supreme Court of Canada attempted to define the terms he was unable to do so. If a layman, then, is enjoined from watching and besetting, he cannot be expected to know what it is that he must not do. Even if he be advised that it does not include peaceful picketing, dare he risk subjecting himself to "the processes of execution" and possible incarceration for a criminal act the nature of which he does not understand, by exercising the only economic sanction he possesses? Even if the privileges of the Trade-unions Act specifically be preserved to him, may he reasonably be expected to know what those privileges are? To the degree that these questions are troublesome, to that extent at least is support given to the general criticism that the broad language of the injunction arms the employer with a militant power more onerous than the criminal law.

(6) *The use of the injunction stimulates resentment and provokes violence.*

This criticism may be dealt with briefly. Of the 68 cases in which injunctions were granted, only in eight instances were contempt proceedings instituted. In two of these cases proceedings were dropped; in three the motion to attach or commit was

dismissed; in two the motion was dismissed with a warning to the defendants; and in one case only, the *Poje* case, were the parties convicted.

In the survey of solicitors the view was expressed overwhelmingly that the injunction did not have the effect of aggravating the commission of unlawful acts. In only two cases was a contrary view expressed.

(7) *The allegation of irreparable harm may in given cases be pro forma and may be based on a false analogy of business profits to real property.*

Two contemporary qualifications to the law of the injunction answer this criticism.

First, it is not necessary to show irreparable harm in the sense that the damage cannot be calculated in money: it may be sufficient to establish that it would be difficult or impossible to obtain satisfaction of a money judgment. Trade unions not being legal entities for all purposes, and in that sense and to that extent not being financially responsible, particularly in the field of tort where even a representative action may not be brought, irreparable harm may not be difficult to establish, provided a cause of action can be shown.

Second, it is not necessary to show a property right in order to obtain an injunction. An injunction may be granted in those cases where it appears to the court to be just or convenient; provided some cause of action can be shown, injunctive relief may be sought.

(8) *The choice before the court may not be between irreparable damage to one side and compensable damage to the other; rather because the harm caused to the union by the deprivation of an economic weapon may by its nature be incalculable, the court may be faced with choosing between irreparable harm to either party.*

The basis of this criticism lies in the fact that the disputes out of which most labour injunctions arise are not by nature legal disputes but are conflicts in the process of bargaining—collectively by the union and not infrequently by a representative of a number of employers—over terms for the sale and purchase of the services of labour. Each party must stay within the bounds of lawful behaviour, but any act by one side within that area which militates against the bargaining strength of the other is not unlawful and hence not actionable. Furthermore, the invocation of the processes of the civil law, short of abuse of process, is not unlawful; and an injunction so obtained which prejudices and thereby causes harm to a union may not cause actionable damage.

Doubtless the choice before a court may be between irreparable harm to either side; but where the employer establishes a *prima facie* case of irreparable and actionable harm the dilemma would seem to abate. Where the harm is not actionable the conduct of the union ought not, of course, to be enjoined.

The situation in which the employer obtains an injunction to which he is not in law entitled is another matter; the damage to the union may then be actionable. The reality of this cause of action is discussed under the next criticism.

(9) *The liability of the employer to damages for a wrongly obtained injunction is meaningless. Even if in any case it is ultimately found that an injunction was obtained in circumstances in which it was not warranted the undertaking of counsel to abide by any court order as to damages is an empty commitment inasmuch as proof of damages for deprivation of the use of an economic weapon in the negotiation of a collective agreement may be impossible, or a claim for damages may be a right ultimately compromised in the final settlement of the dispute; a union adversely affected by an injunction improperly obtained may be obliged through pressure of that very adverse effect to agree to forego seeking redress for the loss caused by the injunction. In result the final merits of the case in law are seldom material in the ultimate disposition of the labour dispute.*

In over half the cases, the action was compromised or discontinued by notice or informally, after the interim injunction was obtained. In another third, interlocutory proceedings *inter partes* in some form were taken. But in only three cases (4 per cent) did the merits of the action go to trial. The pattern of compromise either formally or by lack of prosecution is indisputable. Whether in the compromise the union surrenders a claim in damages and whether this surrender is induced through weakness of bargaining power are questions which by their nature cannot be disposed of from the records.

(10) *Where the injunction in effect runs against picketing carried out in support of a strike, the status quo of the parties is not maintained; rather the effect of granting the injunction may be to break the strike by restraining the activities of the union while leaving the employer free to carry on his business the curtailment of which is the union's only effective weapon in the economic conflict. Thus, by acting in a sense as a strike-breaker, the court is obliged to a degree to prejudice the dispute*



by effecting in result a termination of the strike on terms less favourable to the union than might otherwise have been obtained. The court thus is made to appear in the first instance biased in favour of the employer.

This criticism must be based on the assumption that the union restrained was acting lawfully; otherwise it is merely a complaint that the injunction obliges the union to act within the law. The *status quo* is not maintained in the sense that the union is restrained from pursuing a course of conduct while the employer is left free to continue as before. But that does not mean that the *status quo* of lawful conduct is not maintained. Where the injunction restrains lawful conduct—and a blanket injunction in circumstances in which such a restraint is not warranted would be such an order—the *status quo* is not maintained; but otherwise the issue of the *status quo* seems to lack significance.

Any interlocutory order before the trial of the action is heard is neither prejudice nor bias. The court is obliged to render a decision on a motion supported by affidavit evidence untested by cross-examination and on an *ex parte* application uncontradicted by affidavit evidence of the defendant. It is a temporary matter leaving the full merits of the case to be decided at trial should the action proceed that far. Should the civil action be settled out of court before trial, the terms of settlement are the business of the parties, provided a criminal matter is not compromised. To attribute prejudice or bias to the court is to misapprehend the processes of the law and the duty of the court in interlocutory matters.

In summary, criticisms of the use of the injunction in labour disputes centre around the following allegations: it is frequently obtained without notice to the party enjoined in circumstances in which notice could and should be given, on biased affidavits based not on personal knowledge but on information and belief, in forms which do not meet the requirements of the law and are thereby onerous to the party enjoined, without regard to the protective provisions of the Trade-unions Act, in circumlocutory language broader than the circumstances warrant, on *pro forma* allegations of irreparable harm, in disregard of possible irreparable harm caused to the party enjoined by the injunction, and in effect strengthening the economic position of the employer at the expense of the union or employees without a hearing on the merits of the legal issue in dispute.

The total abolition of the remedy of the injunction in labour disputes does not find serious advocacy. Its use in proper cases cannot solemnly be questioned, and, as recorded in the court records and in the law reports, proper cases have arisen and may be expected to arise in labour disputes.

Where the injunction is sought and obtained not to protect a legal right but to gain an economic advantage, not to put down lawlessness but to bring a union to terms for a collective agreement, abuse of legal processes is patent. The injunction was not fashioned as a sword of collective bargaining but as a shield of legal rights. As has been seen, the various forms of alleged abuses cannot for the most part be substantiated or refuted outright. But if protection from abuse can be extended without curbing the use of the injunction in legitimate cases, it would seem desirable and proper to do so.

In Ontario, and Saskatchewan, an injunction in a labour dispute may run in the first instance for no more than four days; this provision not only limits the duration of the injunction but places the onus on the plaintiff to seek, on notice, an extension of the order. Another amendment which has been advocated but not as yet adopted is the proposal that the consent of the Labour Relations Board be required before application may be made to a court for an injunction; although such a restriction might limit the issuance of injunctions it is subject to the criticism that the Labour Relations Act already provides machinery for the administration of the policy of conciliation and compromise in labour disputes, and where within that machinery acts of illegality occur touching private rights, whether of property or otherwise, such illegality should be met directly with the full remedies of the law, administered by a tribunal concerned not with the reconciliation of economic differences but with the protection of legal rights. Another suggestion is that *ex parte* injunctions be granted only by special leave of the court. But that, it is submitted, approximates the present state of the law.

The glaring abuses which resulted in the Norris-LaGuardia Act in the United States do not persist here. Legislative amendment need not be necessary; the law itself is not onerous. The main criticisms of the use of the temporary injunction in labour-management disputes are in the procedure by which it is obtained and the form which the order takes. Short of legislative amendment the following suggestions are submitted as means of forestalling abuse:—

(A) *In procedure:*

(1) *Ex parte* interim injunctions should be sought only in extreme cases of serious mischief and irreparable and actionable injury caused by the inadequacy or unenforceability of money damages; there must be a cause of action, that is, a substantial violation, or threat thereof, of an enforceable legal or equitable right, and there must be serious harm entailed in delay.

(2) If delay is a matter only of inconvenience, notice should be given to the defendant of motion for an injunction, together with affidavits to be read in support, in order that the defendant may have an opportunity to appear to oppose the motion.

(3) The balance of convenience and inconvenience should be considered from the point of view of both plaintiff and defendants.

(4) Affidavits should be full, fair and explicit, and should establish a *prima facie* case, referred to above, of urgency and irreparable actionable harm; on *ex parte* applications particular care should be taken to see that the qualifications of fullness, fairness and explicitness are met, even though they may detract from the plaintiff's case.

(5) Affidavits on information and belief should be avoided except in instances of imperative need, in which case adequate reason should be shown for their use.

(B) *In form:*

(1) The endorsement on the writ ought to be in the exact terms in which the injunction is sought.

(2) Injunction precedents ought not to be copied uncritically; the order ought to be tailored to the case at bar.

(3) The term "watching and besetting" should be avoided.

(4) The rights of the defendants under the Trade-unions Act ought specifically to be excepted from the operation of the injunction.

(5) The injunction ought not to run against picketing as such unless it can be shown that there is mass picketing requiring a blanket injunction to preserve the peace, there is a conspiracy to injure or to do some unlawful act such as to offend the Labour Relations Act, or the picketing constitutes inducement of breach of contract.

(6) The duration of the injunction ought to follow the form provided in the Rules of Court.

(7) Although liberty to apply to dissolve or vary the order is not necessary, it may be emendatory to point up the temporary quality of the order and the rights of the defendants; in the event liberty to apply is specified one or at most two days' notice of motion would seem adequate in most cases.

(8) Although the notation respecting liability to process of execution for failure to obey the injunction is not necessary in restraining orders, it again may be emendatory to point up the obligations of the defendants.

A number of the above suggestions are not rigid requirements of the law. But if they are followed it is submitted that it cannot be said with truth and justification that through the abuse of the injunctive process there is one law for management and another for labour.

## Occupations of University Women

Women's Bureau addresses series of questions to members of Canadian Federation of University Women to discover what factors influenced their choice of occupation, difficulties encountered, rewards gained

*Rich man, poor man, beggar man, thief,  
Doctor, lawyer, merchant, chief,  
Teacher, tailor, soldier, sailor.*

Today's daughter, like her grandmother of a half century past, is readily intrigued into forecast of the occupation of her future husband. But she has her own occupational choice to make as well. Almost every woman for at least some part of her life works for a living. Early marriages of the war and post-war years

have claimed some girls directly from school or college, but the majority plan to work for a few years before marrying, and increasing numbers continue at least until they have children. Many of those who leave their jobs return to work at a later time, sometimes through force of circumstances, sometimes from choice, when their children are sufficiently grown up to be "on their own". In addition there are the women who remain single.

At the present time slightly more than one-quarter of Canadian women and girls of fourteen years of age and over are unmarried, and of these 48 per cent are engaged in gainful work. Many will continue in jobs throughout their working lives and therefore, like most men, are permanently attached to the labour force. In the modern world, then, the question: "What shall I do when I grow up?" is as truly feminine as it is masculine.

At the same time the question has different meaning for a girl than for a boy. Already in her teens a girl's thoughts usually turn to her chances of marriage and its place in her life, and to have to think about a second occupation tends to bring conflict. She is further confused by the lack of clarity among adults regarding the nature of the occupational component in a woman's life and is too often led to think that she must choose between marriage and a career. But to try to make such a choice is to draw a red herring across her path.

Every girl should be prepared for motherhood and the care of children; she should have opportunity, preferably at home, beside her mother, to cultivate the arts and skills of home-making and house-keeping. But these responsibilities are less onerous and time consuming than in the past. Modern appliances have lightened household tasks, and many of the activities formerly carried on within the family have been moved outside the home, for example, spinning and weaving, canning and preserving, recreational and cultural life, education and the care of the sick and old. For many women in today's mechanized society, apart from the years of child bearing and rearing, family and home fail to make up a useful and satisfying life. Preparation for another occupation to which she can also give her best gifts is, therefore, increasingly important to every girl. To choose this field of work she needs help in assessing her own interests and aptitudes. She should also have opportunity to explore possible fields of work in order to achieve an outlook that will enable her to integrate these important aspects of life into wholeness.

When faced in retrospect with the "why" of their occupational choice or choices, most persons are unable to give a satisfactory reply. Yet if the young are to be helped to find their way, it is essential to try to gather together some relevant experience of the adults who have gone before.

To discover what factors influenced their selection of a field of work in which they have known satisfaction and achievement, the Women's Bureau of the Department of Labour addressed a series of questions to women university graduates. To round out the record of vocational choice and experience they were asked also what difficulties they have encountered and what have been the particular rewards of their chosen work.

For several reasons the questions were directed to university women rather than to other workers. First, many of them through their work have made or are making a distinguished contribution to Canada. Second, they have had longer periods of preparation and greater opportunity to choose the type of work they want to do than most other people. Lastly, they are working in a wider variety of fields than almost any other group with whom it was possible to communicate in a systematic manner. With the co-operation of the Canadian Federation of University Women, the questionnaire was circulated to members of 79 local clubs of the Federation throughout the country. Replies were received from almost 1,000 women, including graduates of all the major universities of Canada, both English and French speaking, and a considerable number whose under-graduate work was done in foreign universities.

The results of the enquiry are, of course, subject to the bias of CFUW membership, the majority of which is comprised of older rather than younger graduates and members of certain professions, for example, teaching. From a statistical point of view the material is significant, therefore, only as a picture of the total response to the questionnaire. This bias, however, negates neither the quality of professional experience nor the validity of the reasons for occupational choice that are recorded.

The responses have been grouped by professions, and the factors that influenced choice are analyzed to show the value placed upon them in retrospect. The satisfactions and the difficulties that were recounted yield some additional insights into personal and professional experience.

Since the primary reason for the enquiry was, in so far as possible, to gather information regarding underlying reasons for selection of particular occupations, members of the Federation were invited to fill in the questionnaire even if on marriage they had ceased to work outside the home. As a result there are some interesting



responses from those who, at various stages of their lives, have combined professional work or voluntary service in a community organization with the responsibilities of home and family.

It is hoped that the report may provide material for reflection on women's attitudes to work for which they have been trained and may also be suggestive for girls who are thinking about their future.

## The Teachers

"Teaching seemed the field best suited to my abilities; when I was young we had less opportunity than girls nowadays to know about possible professions for women, but if I were a young graduate today I would choose the same profession."—*A woman who has been a secondary teacher for more than 30 years.*

"On graduation in the mid-30's I found it difficult to get a job, but rural schools were in need of teachers and I began in a two-room school with responsibility for all subjects, Grades 9 to 12. After two years I was appointed Principal but later moved to a larger school where I was able to concentrate on teaching languages, in which I had specialized at the university."—*A woman who has spent 20 years as a teacher.*

"Two hundred and sixty-five graduates and only one hundred and forty jobs."—*A woman teacher who was graduated in the 1930's, explaining why she went into office work until the war brought more openings for teachers.*

"I enjoy working with children and teenagers; it is relevant to living."—*A recent graduate.*

Long spans of teaching are common among the older teachers who replied to the Women's Bureau questionnaire. Some have remained more than 20 years in the same school. Once they have entered the profession, teachers, including those who have taken up teaching since the war, tend to continue in it.

General social and economic conditions have considerable bearing on individual patterns of work experience. The limitations of the depression years encouraged long tenure in jobs and turned some to other fields or to posts they would not otherwise have chosen. For example, one respondent who was graduated in the 30's went into office work, took night school training in shorthand and stenography, and, before having done any teaching, was married. When more openings for teachers became available during the war years, she took a teaching position, which she held until increased family responsibilities made it necessary to give up her job outside the

home. The outbreak of war brought increased opportunities of employment. There were men teachers' jobs to be filled—the filling of many of them meant promotions for women. Teachers responded to the call of the Women's Services: Army, Navy and Air Force. Posts in the Civil Service multiplied and other new, interesting and well-paid fields of work opened up for women. Among those who replied to the questionnaire, those who left the teaching profession during the war years did so only temporarily, however. Many who had DVA credits on demobilization used them to increase their professional qualifications. The increased opportunities of employment have continued in the postwar years.

Many teachers have moved from elementary to secondary school work and from small centres to large. Often a year abroad on a Commonwealth exchange has enriched their experience. More than one-half of those more than 40 years of age and one-third of those in their thirties have academic qualifications beyond their university degree and teacher training. Study, both at home and abroad, has been chiefly in special subject matter but also in the philosophy of education, psychology and "guidance".

### Participation of Married Women

During the war, married women were allowed to return to teaching, beginning a trend that has increased in the postwar years. Among the respondents who are over 40 years of age, more than one-third are married, and of these one-half have returned to teaching. The proportion of married teachers among the younger women who have taken up teaching since the war is higher than in the older age groups: 30 per cent of those between 20 and 29 years were married and 54 per cent of these were still teaching; others plan to resume when their children are older.

There are instances of husband-wife teaching partnerships: "My husband and I are both teachers and we plan to take a summer course together."

This dual role of teacher and housewife has been made possible by the serious

shortage of teachers combined with the freedom of middle age, when children have grown up. Many married teachers would prefer part-time work; but most of those who first returned as substitute teachers are now in full-time posts. "When my children were grown beyond their everyday need of me, I returned first to occasional work and now, because of the shortage of teachers, to a full-time post."

None of the married teachers comments on the difficulties of combining home responsibilities with work outside; but except in rare instances in which a widow has chosen teaching as a means of providing for her young family or when a mother is teaching in a school where her children are placed, they are not the mothers of small children.

Salaries

The older group frequently remark upon the struggle for standards, especially in salaries; indeed among all age groups low salaries are regarded as a drawback of the teaching profession.

During the 1930's and well into the 1940's the range from \$2,000 to \$3,000 was a more-than-average salary. Many of those who left the profession as late as 1945 report their highest range as from \$1,500 to \$2,000. One respondent who withdrew from the headship of a department in 1948 was receiving between \$2,000 and \$3,000.

Within the sample of this survey, salary ranges increase with age and experience: 25 per cent of those over 50 years of age, none of whom has taught less than 30 years, are receiving \$6,000 to \$8,000. In this highest range there were also 14 per cent of those from 40 to 49 years of age, all of whom had taught at least 20 years, and 5 per cent of those between 30 and 39, most of whom had taught for 15 years. None of those between 20 and 29 earned beyond \$5,000.

Irrespective of age, the majority receive from \$4,000 to \$5,000. Almost half those in the youngest age group receive from \$3,000 to \$4,000.

Reasons for Choosing the Profession

"Teachers were very important people in my life. The teachers of the local school boarded at our home; my mother had wanted to be a teacher but was unable to complete her education so she gave me every encouragement. Also, I had an aunt who was a teacher; she was a university graduate and had also studied abroad. I saw her only once, but she wrote to me frequently and my decision to go to university and to be a teacher was undoubtedly influenced by that contact."

For most of those over 40 years of age, of whom the author of the above statement is typical, home environment appears in retrospect to have been the determining factor in their choice of the teaching profession. Teaching members of the family symbolized the ideals of the profession—a father, a mother, a sister, or aunt. In such situation it was assumed that daughters in the family should be teachers. Family influence as a factor in the decision both to enter university and to take up the teaching profession diminishes progressively, however, in the younger age groups. A university education has become increasingly taken for granted in a girl's life, and other factors have affected the choice of teaching. Admiration for teachers with whom they have come into touch has strongly influenced those of all age groups. School principals also have encouraged considerable numbers to turn to teaching. The experience of teaching "on the Prairies" in summers while attending university led several of the older group to enter the profession. Such opportunities were lacking in the 1930's, however, and more remunerative summer jobs in the forties and fifties have replaced these pioneering efforts.

CURRENT SALARY SCALES OF TEACHER RESPONDENTS

Percentage of those reporting current salaries by age group in each range indicated

Age	\$6,000 to \$8,000	\$5,000 to \$6,000	\$4,000 to \$5,000	\$3,000 to \$4,000	\$2,000 to \$3,000	\$1,500 to \$2,000
	%	%	%	%	%	%
50 years and over.....	25	26	25	22	2	—
40—49 years.....	14	39	27	19	1	—
30—39 years.....	5	24	48	14	9	—
20—29 years.....	—	—	23	48	29	—

Instructorships in camps, however, have given some of the younger teachers similar incentive.

Among the older groups there is striking evidence of limitation of choice. Several who would have preferred to go into law encountered opposition from parents who regarded the law as an unsuitable field for women. Occupational possibilities have tended to limit choices among younger people, also. For instance, several who were interested in biology or mathematics turned to teaching rather than to medicine or engineering because of readier opportunities of employment and the high cost of the long period of preparation for medicine. Several chose home economics, "because it offers a wide range of professional opportunities". One of these, who is in the 20 to 29 age group, would have preferred research or hospital dietetics but, having been married immediately on graduation, she had settled with her husband in a small city where teaching offered the only available jobs in the field.

Personal interests or aptitudes inevitably affect the choice of fields of specialization. For instance, literary or language interests have led to specialization in English, Moderns or the Classics, while a mathematical or scientific bent has turned others—though comparatively few—to those fields.

Attitudes towards the suitability of the subject matter tend also to influence a considerable number of all ages. This is particularly true of home economics, a field that seemed "a suitable one for a girl to choose, good preparation for home-building, whether one marries or remains a teacher of teenage girls".

The fields of specialization selected over the four decades also reflect changing emphases in curriculum. Especially noteworthy is the increase in the proportion of persons specializing in home economics—from less than 11 per cent among those over 50 years of age to 22 per cent of those in the 40 to 49 and 28 per cent of the 30 to 39 age group and 40 per cent of those in the youngest group. The variation in numbers specializing in languages is marked. Among those past 50, almost 29 per cent had taken honour courses in languages; in the group from 40 to 49 the proportion decreases to 21 per cent. Of the 30 to 39-year-old-group, one-quarter had specialized in languages, but in the 20 to 29-year-old group the proportion dropped to just over one-fifth. The combination of English and History diminished sharply as a special field of study in the 30 to 39-year-old group, and in the youngest group does not exist. Physical and Health Educa-

tion has grown in popularity; for those in the upper age group it was a subsidiary field, but of those between 20 and 29, 14 per cent had majored in the subject.

Fondness for children and interest in their development are predominant factors in the choice of those in elementary school work. Secondary school teachers express similar attitudes, for example, pleasure in working with teenagers, interest in young people in this formative stage of life between childhood and adulthood, but these are less frequently motives of choosing the teaching profession than rewards of association with adolescents.

### Difficulties

The difficulties encountered reflect the realities of the modern classroom—too-large classes to permit of individual attention, the monotony of repetition from teaching the same lessons in several classes in large schools, endless marking of papers and too much record keeping, a sense of failure in giving the exceptionally able pupils the help they should have, and the frustration of teaching "the uninterested" and those who are unable to cope with their work. Considerable numbers have problems of discipline due in large part to pupils' lack of concentration. Many teachers are critical of the attitudes of parents who are more concerned with monetary goals than with cultural and academic achievements.

There is prevalent feeling also of lack of sympathy between local Boards of Education and teaching staffs, and the complaint that political considerations rather than the welfare of the community and improvement in educational facilities too often influence decisions affecting the schools. Some are conscious of a danger of becoming isolated from the life of the community; they believe that it is essential to have a greater share in activities that bring them into touch with persons of other professions. "Only by such associations can we defeat the stereotype of the teacher that tends to exist today."

There are evidences also of the special problems of the professional woman: lack of opportunity for advancement and the preference given to men in appointments to administrative posts. Science graduates have found "a tendency to regard science as a man's field"; except in rare instances they have been able to secure only secondary posts.

### Sources of Satisfaction

Interest in particular subject matter—a flair for languages, lifelong interest in



history, delight in English literature, interest in home-making, in music, art or sports—and the pleasure of sharing these enthusiasms with the young are sources of satisfaction among those of all age groups.

The elementary school teachers have the special reward of observing the awakening minds of small children, and both they and those in secondary education take pleasure in parents' appreciation of their work. "There is lasting reward in quickening the interest of pupils, watching their growth and helping to fit them for life," one respondent wrote.

This confidence in the abiding worth of their work marks the attitude of by far

the majority of the teachers who responded to the questionnaire. Pervading all of the replies is a very real sense of dedication to a calling, a conviction that teachers may make a useful contribution to society through their work with children or teenage boys and girls.

One woman commented that work in a small school was more satisfying "because one knows one's pupils well and is able to follow their progress". In city schools, classes are "too large for individual attention and work is heavy without being as meaningful personally," she wrote.

"Each day brought fresh challenge and stimulation; one is never bored," declared one teacher, now retired.

## Teaching in Professional Schools and Universities

For a small minority of women in Canada, recognition and reward of scholarship and teaching ability have come in appointment to teaching posts in institutions of higher learning. Among those of this group who responded to the Women's Bureau questionnaire, the majority work in professional schools for the training of teachers, nurses or librarians, but there are some also in strictly academic university work. The distribution of replies by fields of specialization was as follows: 14 in Home Economics; 9 in Physical Education; 8 in the Sciences, chiefly in various branches of Biology; 7 in English; 7 in Modern and Classical Languages; 4 in Mathematics; 2 in Accounting; 2 in Journalism; 2 in Nursing; 1 in Geography; 1 in History; 1 in Child Education; 1 in Psychological Guidance and Counselling, and 1 in Teaching Methods in Social Studies.

The salaries of those engaged in teaching at this level varied according to subject and also with the degree of responsibility for administration. The highest earnings, in the range from \$8,000 to \$10,000, are higher than any of those reported by primary and secondary school teachers, but the average is lower than the average for the latter group, in part because several do not fill full-time posts. Those in the highest range, moreover, are in all cases carrying administrative duties or have supplementary employment, such as writing in the case of the journalists.

The type of intellectual interest and work experience represented by this group is well illustrated by the experience of two women in their thirties, both of whom are married and have young children:—

"I went to university ostensibly to prepare for teaching but really to extend my knowledge of human history and to seek

answers to various philosophical and religious problems. I took Modern Languages because it was in 1939, and I was keenly aware of the need of understanding other cultures. Immediately after the war, as a civilian employed by the Allied Military Government in Germany, I had opportunity for travel in Europe and North Africa. On returning home I lectured in German to science students in a Canadian university and while there, with the help of a senior professor, discovered that I had a flair for literary criticism. Having secured a fellowship, I proceeded to post-graduate studies in German literature. At this period I met my future husband and was married. When my children are old enough to be less immediately dependent on me, I plan to take formal teacher training, for I should like to teach at the secondary school level."

"Personal contacts with fine scientists led me into the field of biology, specializing in human genetics. In my final year as a graduate student working for the Ph.D., I was appointed to the university staff. During the four years spent in this post I was married, but I experienced no difficulty because of sex or marital status. Later, when I accompanied my husband to another university, I found my work as a woman scientist was not taken seriously. More recently we have moved to yet another university where full-time employment is prohibited for married women. At present I have a part-time position which, with small children, is all I can manage, but I am hoping that difficulties may lessen as my children grow up and human genetics becomes a more widely recognized field."

(Further instalments will appear in subsequent issues).

# 2<sup>nd</sup> Meeting, Advisory Council on Professional Manpower

Shortages of professional manpower likely to continue for some years to come; therefore there is need in Canada for better utilization of existing technical and professional personnel, the Committee agrees

Shortages of professional manpower are likely to continue for some years to come and therefore there is a need in Canada for better utilization of existing technical and professional personnel, it was agreed at the second meeting of the Advisory Committee on Professional Manpower convened by the Department of Labour. Representatives of a number of professional associations, universities and interested government departments and agencies attended.

The first meeting was convened by the Department last February to serve as a forum for the exchange of ideas and opinions on professional and scientific manpower and to act as a consultative body to assist the Department in its work in this field. (L.G., April, p. 391.)

Part of the ultimate solution to the problem of professional manpower supplies might lie in improving the supply and training of skilled workers and technicians, suggested A. H. Brown, Deputy Minister of Labour, in his address of welcome to the delegates. To further this suggestion, Hon. Milton F. Gregg, Minister of Labour, proposed that the Committee send representatives to the next meeting of the Vocational Training Advisory Committee and that representatives of that Committee attend the next meeting of the professional manpower committee.

The meeting reviewed available information on the supply of professional manpower and forecasts on the number and types of university graduates likely to be available in the next few years. It also heard a report from the executive director of the newly-formed Industrial Foundation on Education (see page 1520); comments on a conference on professional manpower sponsored by the European Productivity Agency of the Organization for European Economic Co-operation; a summary of a paper, "The Economic Position of Canadian Scientists and Engineers"; and remarks on the shortage of science teachers in Canadian high schools.

Chairman of the meeting, held in Ottawa October 29, was Walter E. Duffett,

Director, Economics and Research Branch, Department of Labour.

## A. H. Brown

In welcoming those present, A. H. Brown, Deputy Minister of Labour, thanked those who had attended the first meeting for their helpful suggestions and comments. Many of the groups represented have been studying the changing character of professional manpower supplies and requirements and seeking solutions to the problems existing or appearing, he said.

Industry, for one, has been making special attempts to find out what role it can most usefully play in meeting the challenge of a large increase in student enrolment and of rapid technological changes. "It is encouraging to see industry, as well as professional associations, educational authorities and others, reacting in this positive way to these problems," the Deputy Minister said.

"Our resources of highly trained people will be one of the keys to future economic development," Mr. Brown pointed out. "We often think of economic progress only in terms of physical resources. Today, however, when unusually rapid technical changes are occurring, the ability of any nation to take advantage of these to further its growth and hold its own in competitive world markets is more dependent than ever on the attention paid to the training of technical and professional workers."

While the Committee was mainly concerned with professional manpower, it is important to keep in mind that in many ways problems concerning the training and utilization of professional workers are closely related to the adequacy of our resources of skilled and technical people, he told the meeting. "Shortages of skilled and technical workers can hamper—and probably have already done so—the proper use of professional staff.

"When considering professional manpower problems, therefore, it is well to be aware of the possibility that some of the solutions may be found in improving the

supply and training of other highly trained people," the Deputy Minister concluded.

### **Dr. W. R. Dymond**

The growth in the number of professionals has been phenomenal, said Dr. W. R. Dymond, Chief, Manpower Analysis Division, Economics and Research Branch, who spoke on "The long-term outlook for professional personnel". From 221,000 in 1931 it has grown to approximately 400,000 in 1956, he said.

"The professional segment has been increasing more rapidly than the labour force as a whole," Dr. Dymond told the meeting. But, he pointed out, the availability of the "raw material" has remained remarkably constant, raising the question, "How have we obtained this growth?" The answer, he said, is: from immigration and because more persons are going to college.

During the five-year period 1946 to 1950 inclusive, there were 8,000 professionals immigrating to Canada, 5.4 per cent of all immigrant workers; but more emigrated to the United States than immigrated to Canada, with the result that in this five-year period there was a net loss of 5,000. From 1951 to 1955 inclusive, there were 34,000 professionals who came to Canada, 10.1 per cent of all immigrant workers; and in this five-year period there was a net gain of immigration over emigration of 18,000.

While there was no increase in the numbers in the college age-group, there has been an increase in the percentage of that group going to college, from 5.1 per cent in 1946 to 7.5 per cent in 1955. Veterans attending university with DVA assistance are excluded from these figures. About 35,000 veterans were graduated in the years following the Second World War. The veteran enrolment created a peak in university graduations from 1948 through to 1952 but did not have any fundamental impact on the over-all trend of graduations, Dr. Dymond stated.

The number of graduations during the 10-year period 1946-55 inclusive was 133,791; for the five-year period 1946-50 inclusive it was 67,649 and for the period 1951-55 inclusive, 66,142.

From both university graduations and net immigration, the new supply of professional workers during the first five-year period (1946-50) was approximately 62,500; during the second five-year period (1951-55), approximately 83,800.

Although the new supply of professional workers during the second period, both from immigration and graduations, was greater than during the first, shortages in

many categories of professional personnel became more evident during the second five years, a reflection of the marked increase in demand for professional workers. Dr. Dymond added that we were in the trough of graduations now, at the very time when we had a record year of economic expansion.

The problem for the future, Dr. Dymond stated, was not the availability of youth, but how to get them trained. Because of the rapid increase in the college-age population that will occur during the next ten years, universities are faced with a possible doubling of enrolments. A corresponding doubling of the supply of new graduates will occur if university facilities and the necessary increase in teaching staff are available.

Looking ahead, Dr. Dymond forecast that the new supply of professional workers would likely be somewhat comparable during the next five-year period (1956-1960 inclusive) to the previous five-year period, with net immigration and graduations contributing in about similar proportions as in the past five years. For the following five-year period (1961-1965 inclusive), some considerable increase in the new supply is expected; this will result entirely from graduations, he said, as some increase in net immigration might be expected.

### **Engineers**

Graduations of engineers during the period 1946-1950 inclusive totalled 10,300; but during the period 1951-55 inclusive, unlike the situation for all professional workers, graduations of engineers declined to 8,123.

During the past several years, there has also been a decline in net immigration of engineers.

"The combination of these two declining trends, along with marked increases in requirements for engineers, accounts for the critical short supply position now existing," Dr. Dymond explained.

The outlook for engineers is somewhat similar to that for all professional workers: the supply during the next five years is expected to be in about the same dimensions as during the past five years but during the following five years it will increase considerably.

In conclusion, Dr. Dymond pointed out that requirements for almost all types of professional workers, particularly for engineers and scientists, would be increasing annually during the next ten years. During the first half of the next decade, new supply is likely to be somewhat comparable to that of the past five years; thus



shortages of professional workers will likely continue. In the ensuing five years, however, with a considerable increase in new supply expected, some easing of supplies in relation to requirements should occur.

### Dr. P. H. Casselman

Dr. P. H. Casselman, Chief of the Specialized Manpower Resources Section, Economics and Research Branch, brought the Committee up to date on developments in connection with the Department's Technical Personnel Register.

At the end of September, he reported, the Register listed a total of 42,000 professional workers, on which fairly complete information was available.

The two major problems involved in maintaining the register were that of coverage and that of keeping it up to date. The problem of coverage, he pointed out, is largely related to the voluntary nature of the registration and is one that "we can never expect to solve completely under the system of voluntary reporting". For keeping the Register up to date, the Department re-surveys one-third of the list each year. The sample surveyed in any year is representative of the whole Register, which procedure permits the analysis of each one-third segment before the end of a three-year cycle.

Dr. Casselman distributed a revision of the classification list that accompanies the questionnaire used in the survey.

He also commented on the Department's efforts to obtain a listing of Canadians attending universities in the United States that could be used to persuade them to return to Canada on their graduation. He also distributed copies of the latest Technical Personnel Bulletin, *Women in Science and Engineering* (see page 0000), and announced the subject of the next bulletin in the quarterly series, immigrants in the Register.

A. M. Sargent of the Economics and Research Branch provided some preliminary figures from the 1956 survey of requirements for professional personnel.

### Other Speakers

Miss B. J. Stewart of the Research and Statistics Division, Department of National Health and Welfare, explained the availability of statistics on the supply of medical personnel: doctors, dentists and nurses.

Shortages of medical personnel are related to the country's rising economy, she declared. Their numbers have kept pace with population growth but the demand for their services has increased.

The introduction of the eight-hour day and 40-hour week has worsened the shortage of nurses, Miss Stewart added.

F. L. McKim, Chief of the Personnel Branch, National Research Council, gave a résumé of a paper, "The Economic Position of Canadian Scientists and Engineers," of which he was co-author with John F. Haberer of the NRC. (A digest of this paper appeared in the November issue, page 1359.)

Dr. F. T. Rosser, Director, Division of Administration, National Research Council, told of a conference on professional manpower convened by the Organization for European Economic Co-operation that he had attended, at which it was reported that there is a shortage of qualified scientists in all OEEC member countries and a general lack of qualified personnel everywhere.

Dr. F. Stiling of the University of Western Ontario remarked that it had been suggested that the way for universities to deal with the coming flood of enrolments would be to raise the admission requirements; but not many universities favour this step. He also reported that the recruiting of additional staff was meeting difficulty, largely because of financial reasons.

W. H. Evans of the Canadian Manufacturers' Association, reporting on the findings of a CMA committee on the shortage of engineers, said that it was the feeling in some quarters that industry is the great beneficiary of university education and should therefore reciprocate. "It should be remembered," he countered, "that if industry cannot obtain the necessary personnel for research and development, the whole economy will be retarded."

Dr. Garnet Page, General Manager and Secretary of the Chemical Institute of Canada, offered some suggestions on the teaching of science and mathematics in secondary schools, where, he asserted, the shortage of engineers and scientists has its beginning. To ensure the adequate teaching of science and mathematics, he listed 18 things that industry can do, nine things that governments can do, 11 that professional and technical societies can do, four that universities can do and six that secondary school teachers themselves can do.

The list of suggestions for government action included: the encouragement of efforts by industry, technical societies, teachers and the public to improve the educational system; the seeking out and utilization of college-trained married women and retired technical personnel and their

accelerated training and employment as teachers; the improvement of the standards, income and prestige of teachers; and the following of trends in the development of engineering and science, the studying of the supply of and demand for technical personnel, and the development generally of more knowledge and awareness of our human resources.

In the discussion that followed Dr. Page's remarks, a suggestion was made that the Advisory Committee on Vocational Training give some thought to post-high-school technical training, for example, training of the kind given at the Ryerson Institute in Toronto.

Another suggestion was that the Committee at its next meeting discuss the type of educational program that combines technical training with work in industry.

At this point the Minister of Labour made the suggestion that the Committee on Professional Manpower send representatives to the next meeting of the Committee on Vocational Training, and that the latter Committee send representatives to the next meeting of the professional manpower committee.

The Minister also suggested that at its next meeting the Committee discuss the contribution women can make in the engineering and scientific professions and that it try to discover what happens to drop-outs from the first and second years of university and to offer suggestions on counselling such persons.

## Representatives

Representatives who attended the meeting were: Dr. Claude T. Bissell, Carleton College, Rev. H. Légaré, University of Ottawa, and Dr. F. Stiling, University of Western Ontario, representing the National Conference of Canadian Universities; C. J. G. Carroll, Royal Architectural Institute of Canada; J. D. Coats, Canadian Institute of Forestry; E. R. Complin and W. J. McNally, Canadian Chamber of Commerce; S. H. Deeks, Industrial Foundation on Education; W. H. Evans and Dr. J. R. Whitehead, Canadian Manufacturers' Association; C. Gerow, Canadian Institute of Mining and Metallurgy; L. W. J. Hurd, Agricultural Institute of Canada; Dr. H. W. Jamieson, Director of Personnel, Defence Research Board; G. D. Mallory, Technical Adviser, Department of Trade and Commerce; Dr. J. B. Marshall, Chief, Awards Branch, National Research Council; F. L. McKim, Chief, Personnel Branch, National Research Council; T. W. Morison, Atomic Energy of Canada Limited; Col. G. M. Morrison, Supervisor, Executive and Professional Division, National Employment Service; E. H. Goodings, Dominion Council of Professional Engineers; Dr. Garnet Page, Chemical Institute of Canada; Dr. F. T. Rosser, Director, Division of Administration, National Research Council; Dr. E. F. Sheffield, Director, Educational Division, Dominion Bureau of Statistics; Miss B. J. Stewart, Research and Statistics Division, Department of National Health and Welfare; and Dr. L. Austin Wright, The Engineering Institute of Canada.

---

# National Conference on Engineering, Scientific and Technical Manpower

More than 100 top Canadian industrialists, educationists, scientists discuss extent of shortage of professional personnel with a view to recommending remedies. Industrial Foundation on Education is created

Some of Canada's top industrialists, educationists and scientists met in St. Andrews-by-the-Sea, N.B., in September for a National Conference on Engineering, Scientific and Technical Manpower, the major purpose of which was to determine the extent of the shortage of such manpower and recommend remedial action. More than 100 persons attended.

One outcome of the conference was the creation of the Industrial Foundation on Education, "a permanent fact-finding and executive organization to be financed entirely by industry and to perform broad functions on behalf of industry in the field of education, as related specifically to needs and acknowledged responsibilities of industry".

Another was the naming of a five-member committee to explore the feasibility of establishing a national advisory council on the advancement of education, on which would be represented organized labour, professional societies, industry, governments and education.

The conference, initiated by Crawford Gordon, Jr., President and General Manager of A.V. Roe Canada Limited, and sponsored by that company, was in four sessions and the discussion was largely based on a study that had been prepared by S. H. Deeks, Manager of Engineering Administration, Orenda Engines Limited.

Conference chairman was James S. Duncan, former President of Massey-Harris-Ferguson Ltd., Toronto. Chairman of the three discussion sessions were Dr. O. M. Solandt, Vice-president for Research and Development, Canadian National Railways; J. D. Barrington, President and Managing Director, Polymer Corporation; and D. W. Ambridge, President and General Manager, Abitibi Power and Paper Co.

Luncheon and dinner speakers were Dr. R. A. McEachern, Editor, *The Financial Post*; Hon. H. J. Flemming, Premier of New Brunswick; and the Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production.

The published terms of reference for the conference were:

A. To consider the effect of higher education in Canada on our economic and industrial development, on our ability to defend ourselves, and on our competitive position in the markets of the world—with special emphasis on scientists, engineers and technicians.

B. To analyse the apparent problems dealing with an inevitable expansion in enrolment in higher education and to consider in what manner business and industry, in co-operation with educational institutions, governments and professional associations, may make a contribution towards their solution.

### Report by S. H. Deeks

The report prepared by S. H. Deeks that served as a basis for the conference discussions covered the 25-year period ending in 1980. In addition to pointing out the shortages of scientists and engineers that exist at present, it outlined the expected requirements in the next 25 years and appraised the prospects of filling those needs.

"Countries which train the greatest number of scientists in the next generation are going to attain political ascendancy," the report asserted. "The country that out-produces others may well determine the future direction of civilization..."

The extent of the educational crisis is pointed up in three ways:—

"Between \$1,250,000,000 and \$1,750,000,000 will have to be spent over the next 25 years to provide additional universities.

"Canada needs 3,700 more university teachers immediately—or 60 per cent more than we now have.

"More than 20 per cent of the university graduates will be required for the teaching profession."

Fundamental to the problem is finding a means of inducing more high school graduates to go to university, the report stated.

The brief further pointed out that Canada, to remain competitive with other industrial countries, will need to triple and probably quadruple the present total of engineers in the next 25 years.

In addition to the engineers, the country will require an estimated three or four times as many scientists as at present, and 10 times as many technicians. The present school capacity is capable of producing only about one-twentieth of this requirement.

On the need for teachers and facilities the brief declared that by 1980, the elementary teaching force of 103,000 and the secondary school teaching force of 17,000 will have to be more than doubled.

The study also suggested the need for changes in high school courses to provide greater opportunity for specialization. It also stressed the need for a major expansion of some types of technical schools.

On the problem of financing universities, the study suggested that industry must take a greater part in providing the required capital. The necessity of fundraising campaigns is stressed, with the emphasis on both private contributions and possibly higher taxes.

In conclusion, the brief pointed out that if Canada should undertake to satisfy the requirements indicated as necessary to keep up with the economic expansion that is taking place, it would still fall short of placing the country in a competitive position with other progressive nations.

### James S. Duncan

James S. Duncan, conference chairman, in his opening address told the meeting of some of the practices in connection with education that have put Russia far ahead in the production of scientific personnel. Students at all stages of learning work harder and longer than Canadians, he reported.

"Children, from the nursery school to graduation work every day of the week



excepting Sunday, and generally 10 months in the year. The discipline is stricter and the work harder.

"Those who fail to enter universities but had a good record in high school can enter the Teknickums (technical schools) for a two-and-a-half year course which qualifies them for a degree, which is intermediary between the high school and the university graduate.

"In 1955, Russia turned out 120,000 scientists and engineers against 70,000 for the United States."

Mr. Duncan noted that if Canada wants to keep pace with Russia and the United States, not only educational building expansion must develop, but also there must be teachers and professors trained to fill them. He said:—

"Important as is the problem of physical expansion of our educational facilities, that of the training of the required number of teachers to man the public schools, technical colleges and universities will be more challenging still.

"Given the resources, an entire university can be built in three years, but the training of a qualified professor takes seven or eight years after matriculation.

"This crucial problem will not be solved until the teaching profession is established upon a higher basis of consideration, of prestige, of public recognition and of earning power."

### Dr. O. M. Solandt

Opening the first discussion session, Dr. O. M. Solandt reviewed recent trends in the growth in numbers and proportion of engineers and scientists employed in Canada and then discussed requirements and probable supplies in the future.

"The rate of increase of engineers in the labour force has greatly exceeded both the increase in population and the growth of the labour force itself," he said. But the increase has not been adequate to meet the needs of industry; the calling of the conference was proof of that.

Turning to the source of the additional engineers and scientists, he pointed out that there had been two, both of which were not likely to continue to supply them. These were: the "huge" output of engineers in the postwar years due to the training of veterans and the "huge" post-war immigration of scientists and engineers from the British Isles and the Continent.

"It is clear that we have reached our present somewhat unsatisfactory position with the aid of important external factors that we cannot count on for the future," Dr. Solandt declared. "We are therefore

forced to conclude that our own output of scientists and engineers has been inadequate to meet our needs in the past."

In the future, he continued, we can reasonably expect from past experience an increase of 6 per cent per annum in the number of scientists and engineers in the country. But the spectacular growth in research has been such that the scientific and engineering manpower required to apply new knowledge is increasing faster than it ever did in the past. To illustrate this he mentioned that a fighter aircraft that first flew in 1940 required approximately 42,000 man-hours of engineering for its development, whereas one that had its first flight in 1947 required 620,000 man-hours and one that first took to the air in 1953 needed 1,440,000 man-hours.

Another factor to be considered is that scientists and engineers were continually invading new fields, albeit with great profit to the economy.

He then pointed to some factors peculiar to Canada that might be expected to increase the demand for scientists and engineers:—

(1) The average rate of increase in Canada's gross national product in the next 20 years is likely to be about 4 per cent—"a very high rate to be sustained"—and we can expect the need for scientists and engineers to be great.

(2) Canada is likely to become less dependent on imports of foreign technology and to maintain "the substantial export trade on which our high standard of living depends," we must make products that compete in world markets with the output of countries where labour costs are lower. To avoid having to reduce wages, "we must depend upon skill in design and continuous improvement in production methods to reduce costs," which will increase demands for scientists and engineers.

(3) The gradual increase in the relative importance of secondary industry will further enhance the demand for engineers. "The forecast shortage of scientists promises to be more severe and to have a more serious long-term effect upon industry than the shortage of engineers," Dr. Solandt then said, giving two reasons for this view:

(1) Nearly all secondary school science teachers are science graduates rather than engineers. Only 2.5 per cent of engineers are in teaching, compared with 18.9 per cent of scientists.

(2) The number of students enrolled in engineering is increasing, at the moment. The numbers in science courses, and especially in physics, chemistry and mathematics, are either declining or barely holding their own.

Industry will get the scientists and engineers it needs if careers are sufficiently attractive, he continued. "High starting salaries are not enough to maintain the supply. Subsequent careers must be professionally and financially rewarding. This means provision for continuity of employment, adequate increases in salary with experience and the provision of a fair share of the really highly-paid jobs for the top technical people.... These remarks apply with equal force to scientists and engineers in the teaching profession and especially in the universities."

### J. D. Barrington

"It was amply demonstrated (in the first discussion session) that over the next 25 years we will need as a minimum three to four times as many engineers and scientists as now employed, and ten times as many technicians," said J. D. Barrington when opening the second session, which, he said, should try to find out whether Canada will have the human resources to satisfy the need.

There were three things to be considered: the number expected to begin their schooling and proceed through to matriculation, the number matriculating who can be expected to go on to university, and the problem of those who are fully equipped, mentally and physically, to go on to university but who "just don't get there".

"We are also vitally concerned with the problems of technical education and the possibilities of further education for those who were graduated from secondary school and who are now working but who are capable of higher skills," he said.

Mr. Barrington pointed out that:—

In the next 25 years there will be an increase in the school-age population of 65 per cent in the 6 to 13-year-old group and of 110 per cent in the 14 to 17-year-old group.

Currently, only one in ten public school pupils achieve senior matriculation and only two in ten, junior matriculation.

Under present conditions, the maximum number of matriculants that can be expected by 1980 is 310,000, a little more than three times the present output.

Of the expected 310,000 matriculants, a maximum of 100,000 can be expected to go on to university, a 35-per cent increase over the present figure.

Past experience has shown a 40-per-cent drop-out over the four-year university course; on this basis the maximum number of graduates that can be expected is 66,000 by 1980.

Currently, science and engineering accounts for approximately 16.5 per cent of total enrolment; this rate will fail to meet the estimated requirement of some 218,000 engineers and scientists in 1980.

We are falling far short of exploiting the full potential of those capable of assimilating higher education.

"We need more university enrolments; how do we get them?" Mr. Barrington then asked. There were two problems, he said:

One is financial—how to ensure that the intelligent boy in financial straits gets the higher education he merits and which he and his country can put to maximum use.

The other is one of motivation—how to ensure that the same type of gifted boy is influenced to continue with the higher education his potential warrants.

"This seems to me," he declared, "the crux of the problem and the point where we of the industrial community have a special responsibility."

Turning then to training in technical institutes, he pointed out that:—

Such training represents a very low percentage of the over-all enrolment in higher education.

There is a large potential in those matriculants now working who could be induced to continue their education on a part-time basis.

It can be estimated that over the next 25 years there will be three to four million who will matriculate but will not go on to or succeed at university. "This is obviously a very large potential from which to draw the close to half a million technicians we will need."

Summing up, Mr. Barrington said:

We are falling far short of exploiting the full potential of those capable of assimilating higher education and utilizing it to maximum effectiveness.

We will have to increase our university enrolment by 1980 by as much as three to four times to satisfy our indicated requirements.

We will not increase our enrolment in post-secondary schools unless we supply more financial assistance to qualified students who cannot afford higher education and unless we undertake an extensive program to influence greater numbers to strive for and go on to higher education.

We should consider carefully a program to influence secondary school graduates now employed to continue their education on a part-time basis.

In the discussion that followed Mr. Barrington's remarks, a number of difficulties with the secondary educational system were raised and there was a good deal of discussion centring on the improving of the economic and social status of

secondary school teachers, the lack of qualified science and mathematics teachers, and the importance of counselling high school students respecting future occupational opportunities.

Some participants said it would be desirable to segregate pupils to a greater extent in the secondary education system, thereby reducing the proportion of failures in both systems and speeding up the education of the brighter and more capable students.

## D. W. Ambridge

To introduce the third discussion session, D. W. Ambridge spoke on "Facilities and Growth of the Canadian Educational Plant". He dealt with the shortage of teachers and the universities' need for additional buildings and new equipment.

Teachers' colleges, already badly overcrowded, will be required in the next 25 years to turn out about 50 per cent more qualified teachers. "If the secondary schools and universities are to be able to cope with the increased enrolments then we must have something like 20 per cent of all our university graduates enter the teaching profession," he said.

He thought the problem of teachers' colleges should be tackled first, that the supply of teachers was one of the most important aspects of the whole educational problem.

On the need for more buildings, he felt confident that enough elementary and secondary schools could and would be built as needed. But universities are in a different position, as they derive their funds from provincial grants, municipal grants, corporate donations and private gifts.

The universities could, however, "get all the money they can properly absorb if industry can be awakened to their urgent needs," he asserted. There are only two places where money is available, from taxes and from industry, and industry will help, if industry's leaders are kept in constant touch by the universities with all their problems.

## Rt. Hon. C. D. Howe

Rt. Hon. C. D. Howe, the speaker at the final dinner of the conference, cautioned that the professional manpower problem should be considered in its proper perspective.

"To me, the problem is a much broader one than whether we need this or that number of engineers and scientists and how we can get them," he said.

There were two questions that "we really should be asking ourselves". These were: (1) at what rate do we want to see Canada's economy grow, what rate is practical, and (2) how can we guard against a depression similar to that of the 1930's? "There is nothing that will cure a shortage of engineers and scientists as quickly as a depression," he said, "but that is certainly not the kind of solution we want."

We want to see the Canadian economy grow as rapidly as humanly possible without forcing that growth or directing it into unproductive channels. We do not want to encourage inflation nor do we want to build up high-cost industries that cannot stand a measure of competition. What we do want is balanced economic growth; we want to expand our resources industries to meet the growing need of the world and of our own country for industrial materials; we want to do as much processing here as we can and still be competitive; we want to encourage the growth of our manufacturing industries to cater to our expanding domestic market and to sell in foreign markets where possible; we want Canadians to participate to an increasing extent in the development of our resources and manufacturing industries initially financed by foreign firms; we want to expand our educational and other training facilities, to do more research, and to provide opportunities to do well for our technically-trained personnel and for other people.

"The real threat to Canada's future is not that we may be short of a few engineers or scientists but that our economic growth should slow down," he declared.

"I am confident that if we succeed in maintaining a more or less continuing expansion of our country, we will get the engineers and scientists we need."

Earlier Mr. Howe had stated that, while every company might not be able to find exactly the type of engineer or technician it wants at a salary it wants to pay, "we seem to have had in Canada a sufficient number of engineers and scientists to make it possible for our economy to expand at a rate never before experienced in the history of this country".

No country can expand at the rate that Canada has without shortages of manpower of one type or another, he added, and it is only natural that shortages of professional personnel would be more notable than those in other categories. And shortages in this field cannot be corrected overnight.

He also warned that in considering the country's technical manpower problem, both the problem and the solution have to be looked at in a Canadian context.



"We want to do what is good for Canada and not just because somebody else is doing it," he said.

Mr. Howe said that facts do not support the claim that one reason for Canada's continuing shortage of engineers and scientists is the large numbers emigrating to the United States. In fact, because of American engineers' coming to Canada, Canadians' returning home and the immigration of engineers from the United Kingdom and Western Europe, "we have had a net gain of more than 1,000 engineers a year" over the last three years.

### Other Speakers

J. R. Petrie, Montreal economist, told the conference:—

"The Canadian economy will grow faster during the next 25 years than in the period between 1900 and 1950, and economic planning should be geared to that assumption. During the next 20 years, I estimate that the Canadian population will increase 37 per cent to 22,000,000."

The conference was told that secondary schools in Canada were partly to blame for the shortage of trained personnel in all fields. Crowded classrooms, teacher shortages and emphasis on passing exams rather than acquiring a broad knowledge were pointed out as faults in the high school system, resulting in a high proportion of drop-outs.

Dr. Cyril F. James, Principal and Vice-Chancellor of McGill University, suggested segregation of high school students into categories to obtain better results. He suggested they be divided into "those who wanted and were qualified to go to university, and those who wished to take a general course without university entrance as a goal."

Dr. Eugene Forsey, Research Director of the Canadian Labour Congress, contended that the country was not receiving value for the money spent on secondary schools.

"It is perfectly appalling," he noted "to see the wasted efforts because of the shortcomings of schools in sending on to university inadequately prepared students."

Dr. Sydney Smith, President of the University of Toronto, said he felt that teaching of first-year students in science and engineering was not up to previous standards.

R. E. Jamieson, Dean of Engineering at McGill University, suggested that there is today a lack of application by many first-year students and asked whether there were too many distractions on the campus.

### Resolutions

The fourth session of the conference was devoted to the presentation of resolutions.

The major resolution adopted was that setting up the Industrial Foundation on Education. The suggested functions of the Foundation are:

1. To represent the view of industry in matters of education.
2. To represent industry in any concerted, national attack on the broad problem of skilled manpower shortages and related educational needs.
3. To explore the role of industry in the support of education at all levels in relation to other segments of our Canadian society.
4. To carry on continuing research into educational programs in the light of industry's needs.

S. H. Deeks was named Executive Director of the Foundation, whose first year of operations will be financed by A.V. Roe Canada Limited. The committee named to plan the conference (L.G., Aug., p. 958) was appointed the initial Board of Directors of the Foundation with Crawford Gordon, Jr., as Chairman.

Another resolution set up a committee composed of a chairman and five members to explore the feasibility of establishing a National Advisory Committee on the Advancement of Education. Education, professional associations, Labour and Industry were to be represented on the exploratory committee, which was instructed to publish its finding within a period of three to four months.

### Participants

Among the government and labour representatives at the conference were:—

B. G. Ballard, Vice-president (scientific), National Research Council; Dr. W. R. Dymond, Chief of Manpower Analysis Division, Department of Labour; Dr. Eugene Forsey, Director of Research, Canadian Labour Congress; Jean Paul Geoffroy, Director of Technical Services, Canadian and Catholic Confederation of Labour; G. D. Mollory, Department of Trade and Commerce; Col. George M. Morrison, Chief of Executive and Professional Division, National Employment Service, Unemployment Insurance Commission; and A. F. B. Stannard, Intelligence Section, Defence Research Board.

# National Conference of Canadian Universities

Agrees that Canada acutely short of engineers and scientists and that governments, labour and industry must join in assisting universities

Canada, it was agreed at the Ottawa meeting of the National Conference of Canadian Universities, is acutely short of engineers, scientists and many other professional groups, and governments, Labour, Industry and the general public must co-operate by providing the facilities and funds that universities require to fill the needs of the country—needs that are increasing with each passing day.

Some of the things cited as necessary by university heads were more buildings and equipment; more qualified teaching personnel; and salaries for teachers that encourage them to teach rather than go into more lucrative posts in industry or government.

Duties of universities were also outlined by several speakers, who detailed the responsibilities of the institutions of learning to their students and the population as a whole.

A word of caution was given by Dean John Ely Burchard, School of Humanities and Social Studies, Massachusetts Institute of Technology, a guest at the meeting.

Dean Burchard warned against following the Russian pattern in training scientists and engineers, and urged that the humanities and social sciences continue to be given a place in the professional courses of universities.

"It is established beyond doubt," said Dean Burchard, "that the USSR is training a much larger number of technologists than the leading countries of the Western World," but they are not including humanities in their courses.

"I had rather bet the security of the world on a substantial number (of Western-trained men) than on a horde of skilled and obedient technicians," such as the Russian system turns out, concluded Dean Burchard.

President Sydney Smith of the University of Toronto noted that universities cannot meet Canada's need for trained men "by dropping our standards, taking everybody in and shoving everybody through."

"That would be simply an attempt to fool ourselves and to cheat the public... universities will have to stand by our standards without standardization, and develop masses of graduates by other than mass-production methods."

The extent of the task facing universities was outlined by President Claude T. Bissell of Ottawa's Carleton College. He said universities expect a rise in enrolments of

58,259 to 123,573 students by 1965-66, and a 63-per cent expansion in teaching staff.

Prime Minister St. Laurent told the conference that the federal Government will ask Parliament at its next session to double the grants to universities to aid them with expansion programs, and to establish a Canadian Council for the Arts, Humanities Social Science.

"In order to make it abundantly clear that we do not intend to tamper with the freedom of any individual institution, we are proposing to hand over the moneys voted by Parliament each year for that purpose to the National Conference of Canadian Universities, which would divide it up and distribute it," the Prime Minister explained.

Parliament will be asked to approve an endowment of \$50 million for the Council, he went on, "in order to enable it to finance its activities from the annual income to be derived for the investment of that capital". An additional \$50 million will be asked for, this sum to be distributed over a ten-year period to universities in amounts equal to 50 per cent of the cost of specific building or capital equipment projects.

Dr. E. W. R. Steacie, President of the National Research Council, suggested that university education of engineers should avoid specialization aimed solely at future jobs in industry.

"The universities have no responsibility for the training of technicians," he said. Their responsibility "is to ensure that they do not train people as technicians under an assumed name."

Dr. Steacie said the training of engineers is compatible with university tradition if it is based on the acquisition of scientific fundamentals. But there was every reason "to discourage specialization which is merely designed to enable the student to take his place in a given industry with a minimum of delay."

Dr. Steacie also felt that "the important thing is that students should be trained as universities see fit, and suggestions from industry should be ignored. The worst thing that could happen to industry would be to have scientists trained with an eye to their ultimate employment on industrial problems.

"The necessary factual information can be picked up on the job. What is wanted from the university is a training in basic principles."

Prof. Vernon C. Fowke, University of Saskatchewan, told the conference that salaries of university teaching staffs are just a shade more than half of what they should be to enable universities to recruit and hold professors in competition with business and governments.

He said the deficiency of the universities in that respect, compared with other employers, is not only vast but it is growing.

In Central Canada, Prof. Fowke said, where salaries are higher than in the West and the Maritimes, three per cent of the teaching staff earned \$10,000 or more in 1955, while 28 per cent received \$7,000 or more and 15 per cent earned less than \$4,000.

Dr. B. S. Keirstead, economics professor, University of Toronto, noted that in the field of social sciences far more than 100 new professors will be needed in the next five years, but far fewer than this total

would become available. Existing schools of post-graduate study cannot meet the need.

In this connection, Dr. Keirstead suggested establishment of a national university at Ottawa, dedicated to advanced studies. He said such a university would be invaluable in maintaining standards in the face of the heavy task facing present universities in training post-graduate students.

He also thought there should be a program of government fellowships established, large enough to attract the brilliant young men needed for university teaching posts.

Dr. Cyril James, McGill University President, agreed that industry should contribute to the support of universities but warned that the colleges must guard against interference from all outside donors. Colleges, he noted, must dictate their own policies and avoid the possibility "that the payer of the piper shall call the tune."

---

## 27<sup>th</sup> Annual Meeting of the Canadian Chamber of Commerce

Theme of convention was "The Challenge of Prosperity" and speakers dealt with the economic strains and difficulties attendant upon the present business boom. Inflation and means of checking it discussed

Under the heading "The Challenge of Prosperity," the economic strains and difficulties attendant upon the present business boom were the main subject of discussion at the 27th Annual Meeting of the Canadian Chamber of Commerce, held in Quebec City October 15 to 18. Boards of Trade and Chambers of Commerce of 761 communities were represented.

Inflation, the likelihood of its continuance and the means of checking it were discussed at the meetings. The training of engineers and technicians, the financial difficulties of Canadian universities, the tariff and immigration also received a good deal of attention.

### President's Address

Although as a nation we have never been so well off as we are now we must not forget that prosperity may bring complacency and apathy in its train, and that a great deal of our present prosperity

is dependent upon our ability to sell in world markets, said J. G. Crean, the retiring President, in the keynote address of the meetings.

There seemed to be some clouds on the horizon, though none of the dangers that threatened need become serious if we exercised prudence, he said. First of all he mentioned the growth of government intervention and the dangers of the "slippery slide to Socialism".

"As a chamber we believe that the basic aim of public policy should be the maintenance of personal freedom; that the individual should be able to spend his dollar how, where and when he likes; and therefore, with the exception of some well-defined public interest, the supplier of goods and services in his turn must be free to enterprise," the speaker went on.

Along with increases in production and employment there has been an increase in prices, amounting to 3 per cent of gross



national expenditure since the second quarter of last year. A shortage of labour is being felt in construction, agriculture and logging. Under these circumstances the tightening of monetary policies is an indication that our central banking authorities are aware of the dangers of inflation, the signs of which are becoming more numerous, Mr. Crean said.

At present a very large proportion of our population is made up of persons under the age of 20; and the increase in the numbers of students, together with the pressing demands of industry for the graduates of our technical schools and universities, have put a severe strain on the capacity of these institutions, Mr. Crean pointed out in referring to another urgent question of the day.

"We realize most keenly that the future of Canada lies with our youth—we realize that with today's emphasis on specialization it is important that a proper balance be struck between the number of graduates disciplined in the liberal arts on the one hand, and those in sciences on the other."

Turning to another topic, he warned that the growth of capital investment in the USSR had reached a point where that country's capacity "will not only maintain its production of armaments, but also provide a measure of export of heavy capital equipment. This means that we in Canada are not only still confronted with the old problems of subversion and potential military aggression, but also competition in the world's markets by merchandise produced with labour controlled by dictatorship."

#### **D. L. Morrell**

"Tight money" policies of Canada and the United States which "aim at stretching out investment programs in an effort to avoid the peaks of inflation and the valleys of recession" were approved in the report to the annual meeting prepared by D. L. Morrell, General Manager of the Chamber.

With the gross national product at more than \$29,000,000,000, the economy may be in danger of inflation and its resulting setbacks, it was stated. The trend to higher wholesale and retail prices was noted as well as the tight labour market. Wage and salary rates have tended to rise, reflecting in part the brisk demand for labour, but also perhaps indicating that the wage-price merry-go-round is gaining momentum, the report said.

The report expressed surprise that one of the chief causes of the Canadian boom—the influx of American and foreign capital—had caused considerable public

concern. Few countries in the world were as attractive to capital as Canada is, it remarked, and a continued inflow of capital to the relative safety of this country seemed not unlikely.

The advocacy by the Chamber of a vigorous immigration policy was reiterated in the report. We are today running short of scientists, engineers, technicians, teachers and specialists of all kinds, it said. Besides this our productive capacity and our services are designed to serve a larger population than we now have. For these reasons it appears to be high time, it was claimed, for a long-term immigration program that will meet the country's needs.

#### **Lionel Forsyth**

The tremendous activity in instalment buying may be prompted by the desire to save rather than the desire to spend, Lionel Forsyth, President of Dominion Steel and Coal Corp., suggested in an address to the delegates.

"Is it not rather a manifestation of a desire to put one's dollars into something more lasting and more real than insurance policies, savings accounts and fixed payment securities which, like those purchased or created in 1945, may in 1967 pay off at a real discount of 41 per cent or more?" Mr. Forsyth asked.

Canada faces a situation today which admits of no effective remedy, Mr. Forsyth asserted, "because no government, neither that now in office nor any that can succeed it, can command the support of the public in the sort of restriction of individual liberty which is involved in the reactionary adjustment required."

There may be some palliatives, the speaker said, "but these, like most medicines, are unpleasant to take. Increased rates of interest, restrictions of money supply—these are two mild restraints. Curtailment of instalment credit, extremely difficult to apply under our constitution, is another."

Reduction of expenditure by all governments, avoidance of further commitments of a "give-away" nature, and an encouragement to saving might help, he said. He suggested that an amendment to taxation legislation to allow more rapid write-offs might, by helping to meet the need for industrial expansion, act as a defence against inflation.

#### **R. C. Berkinshaw**

A high tariff policy is not in Canada's best interest, said R. C. Berkinshaw, President of the Canadian Council of the International Chamber of Commerce, in his

address to the meeting. Mr. Berkinshaw, who is President and General Manager of the Goodyear Tire and Rubber Co., argued that higher tariff protection for industries unable to face foreign competition was uneconomic, because it had the effect of raising costs and of keeping in such industries labour which could be more profitably employed in industries in which Canada has a natural advantage in resources.

The speaker discounted the argument that protection, by leading to a greater diversification of industries, made our economy more stable. "While, in so far as exports are concerned, our economy to a large extent is dependent on the production and sale of raw materials, these cover a wide variety, and under normal circumstances injurious price fluctuations are not likely to occur in all of them simultaneously," he asserted.

He admitted, however, that foreign competition sometimes had serious short-term effects on the Canadian economy, and especially on certain industries. He said that there were times when exceptions must be made to a generally liberal trade policy and when some temporary relief must be given. "I do not believe, however," he added, "that such aid should be of a permanent nature nor that it will solve the basic problem of low-cost competition." The permanent solution, he believed, lay in raising the living standards of the countries from which the low-cost competition came.

#### A. F. W. Plumptre

Canada's current trade deficit of \$1,000,000,000 is no cause for serious concern at present, A. F. W. Plumptre, Assistant Deputy Minister of Trade and Commerce, told the gathering.

"As a percentage of exports, which total around \$4,000,000,000, our trade deficit is in the neighbourhood of 25 per cent," Mr. Plumptre said. "In the time of Sir John A. Macdonald in 1870 it was 60 per cent, and in the great expansion period of 1911 to 1913 it reached 80 per cent, and the world certainly didn't come to an end. Today's deficit is nothing to be seriously concerned about for a year or two."

The truth of this became clearer, he went on, when it was realized that Canada was a young and expanding nation, and that so many of the imports making up the deficit were capital goods, which when put to use in production would create more Canadian exports and would also make Canada less dependent on imports.

Figures on trade showed that exports this year would be in the neighbourhood of

\$5,000,000,000, which was about 10 per cent above the 1955 figure, he said. On the other hand imports would be about \$6,000,000,000, which was an increase of 20 per cent over last year.

"Canadians are not frightened by a trade deficit as such," he continued. "It can be a symbol of prosperity. The \$1,000,000,000 is the largest it has ever been to date—but so many other things in Canada have grown that we must see it in its proper perspective."

Mr. Plumptre pointed out that four years of Republican administration in the United States had been a period of trade liberalization, in contrast to the restriction which had characterized such administrations in the past. He pointed particularly to the passing by the United States of the Customs Trade Simplification Act, which, he said, "many Canadians believe to be of greater importance than tariff reductions".

Trade relationships recently established with Russia, under which that country gets the "most favoured nation" tariff rate, have resulted in Canada's selling between 400 and 500 tons of wheat to the USSR, Mr. Plumptre said. "The establishment of profitable trade relationships between the two nations may lay the basis for a good political relationship," he added.

#### A. C. Ashforth

No one would argue that the impact of credit restrictions has been the same on all segments of the economy, but the monetary authorities and the chartered banks are on the lookout to guard against any inequalities which it is in their power to prevent, A. C. Ashforth, President, Toronto-Dominion Bank, said in answer to the criticism that present monetary policy has an unfair impact on certain sectors of the economy.

Some people, he said, complained that mortgage loans for house-building had been too sharply curtailed. Others said that small business had been hit harder than large ones, while still others made the criticism that new and expanding enterprises suffer unfairly in comparison with older firms which have reached a more stable level of activity.

However, the way in which large concerns have been forced to stretch out their expansion programs, and some municipalities have been forced to defer needed capital works, was evidence that the impact of current financial policy had been broad, he asserted.

Monetary action to brake inflationary pressures is almost bound to have side effects which are undesirable, Mr. Ashforth

pointed out; but these side effects must be weighed against the seriousness of inflationary pressure.

Recent monetary policy, Mr. Ashforth asserted, has been to keep the supply of credit constant. Freer rein had been given to market forces, and money had become tight as an expanding demand for credit had pressed against a relatively tight supply.

Mr. Ashforth admitted that there was some justification for the view that policies were concerned primarily with the maintenance of full employment, and that a stable price level was a secondary consideration.

"At times the objectives of full employment and a stable price level are not entirely compatible," he said. "The major instrument available to the governments to meet full employment are inflationary in character."

#### **Dr. Watson Kirkconnel**

If the survival of these centres of intellectual freedom is really of importance to the nation, why cannot businessmen come to the rescue of university budgets?" asked Dr. Watson Kirkconnel, President of Acadia University, in warning the delegates of the grave financial difficulties under which Canadian universities are labouring.

He said that if every firm in Canada would contribute 1 per cent of its gross profit each year to a fund for the universities, the benefit would be "incalculable".

#### **Marcel Belanger**

Doubt whether the monetary measures that had been taken would be effective in stopping the rise in prices was expressed by Marcel Bélanger, Secretary of the Faculty of Commerce, Laval University.

Among the reasons he gave for his fear that prices might continue to rise was the difficulty that governments had, under present day conditions, in reducing their expenditures as they ought to be doing as a means of checking inflation. He also said that high income taxes had the effect of placing only 53 per cent of any increase in the cost of financing new plant and equipment on the firm concerned, the Government absorbing the rest by way of reduced income tax. This lessened the pressure for business concerns to reduce expenditure which would otherwise be exerted by high interest rates.

Mr. Bélanger also pointed out that with the cost of labour and construction materials tending to rise, the cost of delaying projects became higher than the increased cost of financing.

The speaker suggested that under present conditions a substantial reduction in the construction of houses would be an excellent way of decreasing the inflationary thrust. The labour so released, he said, would easily find employment in non-residential construction; and this redistribution of labour would have the advantage of being an excellent means of eliminating the bottleneck which now exists in general construction.

#### **K. W. Taylor**

The aim of fiscal policy in Canada during the past 15 months has been "to invite and, where necessary and possible, to impose restraint on the expansion of credit," K. W. Taylor, Deputy Minister of Finance, told the delegates.

"The objective of policy has been to match the rate of increase in the volume of credit reasonably well with our physical capacity to expand," he said. He added that a "persistent expansion of credit" at a rate significantly in excess of Canada's physical capacity to grow could only lead to progressive price inflation and "all the undesirable consequences which would inevitably follow".

Mr. Taylor did not agree with the view that full employment and a stable price level were in some degree incompatible; unless, he said, "full employment" meant a continuous and progressive inflation.

#### **Leonard L. Knott**

Universities are victims of inflation, both economically and in the number of their students, said Leonard L. Knott, President, Canadian Public Relations Society. They are urgently in need of funds, and business has not yet recognized its obligations to the source of its trained manpower. It seeks trained, educated people but is unwilling to pay to train and educate them. More help to universities, more scholarships with no strings attached, as much for the arts student as for the engineer, are tools for building understanding among students, Mr. Knott said.

#### **Resolutions**

Resolutions passed at the meeting included one urging that Canada should seek a population of 30,000,000 by 1975, and which deplored the "very serious reduction" in the number of immigrants last year. It said that persons from the United States are "most suitable immigrants".

Another resolution said that regulations should be strengthened to prevent "dumping" of imports. Suspected instances of dumping-duty evasion should be investigated promptly, it asserted.



The Chamber of Commerce opposed the federal Government's proposal to share with the provinces the cost of a standard-ward-level hospital plan. It said: "Such a plan would lead inevitably to compulsory health insurance of a comprehensive nature and to state medicine.

"Any financial assistance provided by the federal Government should be directed to areas in which the individual is generally unable to help himself, to the indigent, the aged, the chronically ill and to those who suffer catastrophic medical expenses," the Chamber said.

It approved the action of many employers in helping employees to make provision for medical care, and said that voluntary plans should be encouraged by aid from the employers when appropriate.

## Chamber's Policy Statement Presented to Cabinet

On November 21 a delegation from the Canadian Chamber of Commerce was received by the Cabinet.

In its policy statement on the federal Government's current health proposals, the Chamber said it recognized that government aid is necessary in the development of adequate health facilities throughout Canada but any financial assistance should be "directed to the areas in which the individual is generally unable to help himself, to the indigent, the aged, the chronically ill and to those who suffer catastrophic medical expenses".

Prime Minister St. Laurent and the Cabinet were told by the delegation, headed by President Raymond Dupuis, QC, of Montreal, that the Chamber does not favour the proposal of the federal Government to share with the provinces the cost of a standard ward-level hospital insurance plan. Such a plan, it was stated, would lead inevitably to compulsory health insurance of a comprehensive nature and to state medicine. So-called "free" health services would result in vastly increased demands upon them. In addition, government revenues come from the people and existing annual commitments for social welfare benefits already are substantial and are increasing.

The Chamber said that in a free society the individual has the primary responsibility to make provision for and pay the cost of medical care for himself and his family. "The Chamber also believes," it was stated, "that Canadians should set a high priority in budgeting for adequate

The Chamber opposed all state intervention and controls "beyond those clearly necessary to protect some accurately defined public interest". The Government, it contended, should not as a rule engage in commerce or industry, nor should it compete with private industry.

## Election of Officers

Raymond Dupuis, President of Dupuis Frères Ltée. of Montreal, was elected President of the Chamber in succession to J. G. Crean of Toronto.

Elected as First and Second Vice-presidents respectively were: R. C. Pybus, President of the Commonwealth Construction Co., Ltd., Vancouver; and A. C. Ashforth, Toronto, President of the Toronto-Dominion Bank.

personal and family coverage for medical expenses. The Chamber endorses the action of many employers in assisting their employees in meeting the cost of medical care. The Chamber is impressed with the rapid extension and growth of voluntary service and indemnity plans for prepaid medical care. These voluntary plans should be encouraged with aid from employers when appropriate. The Chamber recognizes, however, that despite the increase in coverage under voluntary plans, there will still be circumstances under which some Canadians will be subject to catastrophic medical costs. In such cases, the possibility of further government assistance, such as income tax alleviation and other methods, should be explored."

Thirty-five policy declarations and resolutions were laid before the Government by the delegation.

On trade, the Chamber said it recognized that certain segments of the Canadian economy are seriously affected by competition from foreign sources. The Government was asked "without deviating from the principles of GATT" to (a) exercise closer control over tariff classifications of imports; (b) to investigate promptly imports suspected of evading dumping duty; and (c) to strengthen regulations to prevent imports at dump prices.

Continuing on trade, the Government was asked to restrict to a minimum its participation in the trading field, to participate in the formation of the Organization for Trade Co-operation, and to continue its economic support of the underdeveloped countries of South and South East Asia through the Colombo Plan.

Reiterating its immigration policy that Canada should aim for a population of 30 million by 1975, the Chamber warned that unless there is a marked increase in the number of immigrants, Canada is likely to fall far short of this goal. To increase the flow of newcomers, the Chamber recommended, among other things, a more active program of publicity to ensure that a true picture of Canada and Canadian opportunities is kept at all times before source countries, and immediate steps to establish an organized program to encourage more immigration from the United States.

On employer-employee relations, the Chamber said employers and employees should be left the maximum freedom to work out their common problems without government intervention. "Legislation should be for the purpose of ensuring a proper balance of rights and responsibilities of employees on the one hand, and those of employers on the other, with due regard to the public interest," it was stated. "The Chamber submits that legislation which sets conditions, such as check-off, introduces government intervention in an area where it is not justified."

On television, the Chamber said it "does not approve of the present monopolistic policy with regard to television" and urged that licences be granted to citizens who want to establish additional stations in centres at present served by CBC or by private television stations, provided alternative channels are available.

The Chamber's submission also asked that the Government—

Permit the establishment of other trans-continental airline services within Canada.

Provide that federal appropriations in keeping with the financial abilities of the Canadian people be made available on an equitable basis to the various provinces for use in the improvement of Canada's main highway network.

Arrange that the functions of all existing Crown Corporations be reviewed by an independent agency established by Parliament.

Take under control and assume responsibility for the necessary capital outlay of key ports in order to develop these ports scientifically to the ultimate advantage of the whole nation.

Establish by statute Thanksgiving Day as the second Monday in October.

To fight Communism, the Chamber asked local and provincial Chambers of Commerce and Boards of Trade to urge that provincial governments step up the teaching of free enterprise in the schools, and that the aid of all public media be enlisted in selling our way of life.

On the question of seasonal unemployment, the Chamber urged its own corporation members to plan their work so far as practicable in order to give employment during the seasonal unemployment period.

---

## CMA Conference on Automation

Automation's economic effects on both large and small industries and its effects on the social well-being of the workers are discussed at a one-day conference sponsored by the Association's Quebec Division

Automation—its economic effects on both large and small industries and its effects on the social well-being of the workers—was the subject of a one-day conference sponsored by the Quebec Division of the Canadian Manufacturers' Association. Several speakers, each an authority in his field, made up the panel and, in addition, displays of automatic equipment and films on automation were featured.

The conference, at Montreal, was under the chairmanship of Dr. J. J. Brown, President of Industrial Automation, Limited, Montreal. More than 400 were in attendance.

"Automation is not revolutionary but evolutionary, and because it is evolutionary it will not be stopped," D. G. Currie, Chairman of the Quebec Division, said in opening the conference. It is a continuation of a trend that has been going on since industrial life was fairly simple, he said.

### Automation—Myth and Reality

Dr. J. J. Brown, the chairman, first outlined the scope of automation and the relationship between the four aspects of the subject to be covered by the other speakers.

After sketching briefly the history of the development of mechanization and automatic control, he proceeded to discuss the economic effects of the new methods on both large and small industries and on the social well-being of the individuals who work in them.

Dr. Brown titled his paper, "Automation, Myth and Reality". But a more accurate description might be "Myth, Reality and Mystery," he said, citing as an example of myth the factory run entirely by digital computer; as an example of reality he told of the plant producing television sets on an automatic line, on which three men make 1,200 units an hour where before 200 men made only 400 units a day. As to mystery, "we simply don't know the answers to most of the questions about automation because we haven't done the necessary research".

At the level of pure technique, what is holding up the advent of the automatic factory is not lack of automatic controls, Dr. Brown said, but the fact that most manufacturers do not fully understand their process.

One reason why integrated data processing has progressed with giant steps in the last few years is that we know what numbers are, and the business functions in which they are used are simple enough to be broken down and fully understood. Once we understand the elements we have to work with, it is only a matter of time before the entire function can be made automatic.

A second major factor holding up automation, he said, is the normal human resistance to innovation.

This is the basic reason why I feel today that, unless we get into a major war, we need have little fear of technological unemployment caused by automation. By the time our industrial managers and our labour unions bring themselves to accept fully automatic production in office and shop, many years will have passed. During this time some industries or parts of industries will have gradually converted to more automatic systems. But the change-over will be very gradual. There will be lots of time for displaced workers to be absorbed.

This gradual change-over from human to machine labour is under way right now, said Dr. Brown. In both factory and office, workers are being displaced every day by automatic machines but the "Help Wanted" advertisements are more numerous than ever. Yet, in spite of these facts, no one should minimize the eventual effect of automation on the working force, he warned.

In cases where the product has a high labour content or is made in large quantities, automation of one kind or another can be applied with profit. "I feel that all

kinds of automation will increase from now on in both large and small industry," Dr. Brown stated.

The office or factory in which most of us spend a great part of our day is the largest single influence in our lives, and since the work world today is the source of social status as well as livelihood, it is of fundamental importance, he continued. Hence anything that changes the nature of our work world is going to have important effects on all our lives.

As of today, no one is in a position to assess either the economic or social consequences of automation as a whole. "Our economic and social lives today are so complex, and so interrelated one with the other, that broader generalizations become increasingly meaningless," Dr. Brown concluded.

### The Human Effects of Automation

Dr. William A. Westley, Chairman of the Department of Sociology and Anthropology, McGill University, discussed the effects of automation on the worker, the industrial plant and on the community, and the role of the sociologist.

Today, he said, we may be on the verge of freeing men from repetitive jobs. If so, it will mean a new era in man's history and a new dignity to man himself.

But the new era will also bring about drastic changes, he warned.

For the worker, it will affect career patterns within the plant and ranks or grades. This latter can be a serious matter for a skilled workman with many years of experience at stake, which will be rendered useless with the advent of the new machine.

In the plant, the most obvious effect will be the breaking-up of the pattern of informal groups and formal departments. Jurisdictional boundaries will change. There will be a shift in personnel towards the higher ranks—a serious matter in a market already short of technically-trained men—and a sharp decrease in the number of production workers.

In its effect on the community, Dr. Westley foresaw a shortening of the work week, with a consequent increase in the amount of leisure time, and at the same time a higher standard of living.

On the effects of automation on the worker, Dr. Westley posed three questions: (1) how will the worker greet the prospect of automation in his own plant; (2) which workers will be affected; and (3) how will these workers be affected? He offered these answers:

It is probable that the individual worker will greet automation with a great deal of worry and antagonism since he will fear the



loss of his job, downgrading or changed working conditions. These will be rational fears which will have to be met by some kind of fair treatment. But these fears can and will be magnified beyond all reasonable proportions by rumours growing out of uncertainty. If the workers are not told just how the new machine will affect them, their jobs, their pay and their working conditions, they will undoubtedly believe the worst.

Second, though automation will indirectly affect everyone, it will directly affect the unskilled workers in the office and the semi-skilled and skilled workers in the plant. The skilled office worker will still probably be necessary and the unskilled manual worker will undoubtedly still be needed. But in the plant the workers in the middle, and the foremen who direct them, are likely to feel the impact most acutely.

Third, what are these effects? Well, although particular industries will show great variations, I think we can say with confidence that automation will result in the unemployment, and/or up or downgrading of many of the semi-skilled and skilled workers, and that it will change the career pattern within the plant. The unemployment will, I expect, be minimal in an expanding economy, and many of the industries which have been automating rather rapidly during the past few years have had little or no unemployment, due to their rapid expansion. But though unemployment may be avoided, it will be impossible to avoid changes in the ranks or grades of the workers, and this can be a very serious matter for a skilled workman who has at stake 20 years of experience which will become useless with the advent of the new machine. Since automation, by definition, replaces not only the power of the worker but his skills, it is bound to change the distribution of ranks. A few workers will be upgraded or hired to shepherd the new highly complex machines but many others whose skills have been displaced by the machines will be forced to accept simpler jobs and lower grades.

While these potential changes in employment and grading are effects which have undoubtedly been anticipated, there is an unanticipated consequence which is also of great importance—the changing career patterns, Dr. Westley said.

Automation, in removing the semi-skilled and skilled workers, removes a number of very important rungs in the work ladder and may thus create an impassable gulf. I think it will be very surprising if the technicians who run the new complex machines are drawn from the unskilled work force. The knowledge required will necessitate intensive training, and I think that the route to these jobs will be through specialized schools. Thus, the plant may have to recruit this type of worker from new sources.

Changes in employment and careers can be erected; but an interesting question is: What kind of people will the new technicians regard themselves? "Will they consider themselves workers and union men or professionals?"

On the industrial plant, the most obvious effect of automation will be the breaking-up of the pattern of informal groups, Dr. Westley thought. A plant, he said, is more than just a series of interrelated jobs and workers; it is also a series of informal groups, traditions, antagonisms and friendships. While it is true that these informal groups, traditions, chains of command and grapevines sometimes make things more difficult, it is also true that they are vital to the working of the plant and the morale of the men. As any plant manager knows, it takes a long time and careful work to build up these loyalties and enthusiasm for the job and division, so essential to productivity.

Take the case where automation results in continuous production, Dr. Westley continued. This will mean that many separate departments will have their jurisdictional boundaries broken down. It will mean that many workers' groups which had formed around the old job process will be destroyed.

Another change under automation, he said, will be a shift in personnel towards the higher ranks, with an increase in installation, maintenance and repair men and a sharp decrease in the number and quality of production workers.

"To the extent that the technical training of the workers is increased, the problem of turnover becomes that much more serious," Dr. Westley continued.

I have the feeling that industry may find itself with a kind of stepladder of training, in which a man starts out and gets trained in one firm and is then hired by another which trains him for a more complex job, which in turn loses him to another firm with an even more complex type of machine to run. It is for these reasons that I would maintain that the advent of automation is going to pose extremely serious problems of turnover for industry. But, to look at the matter more favourably, I think at the same time that it may well reduce the problem of maintaining morale, for I have often heard it said that repairs and maintenance men like their work and to the extent that a plant has more of this kind and less of the production line worker, its lot will be easier.

The exact character of the impact of automation on the social structure of the factory or on problems of turnover is as yet unknown, said Dr. Westley. It will require study and co-operation on the part of the businessman and the social scientist.

On automation's effect on the community, he said "the most obvious result will be a shortening of the work week, with a consequent increase in the amount of leisure and, at the same time, an increase in the

standard of living". These are but a continuation of existing trends; as technology and industrialization have increased, so have leisure and the standard of living.

The average amount of schooling will also increase, he thought, because automated industry will require a higher level of education.

With the increase in leisure, Dr. Westley foresaw the development of new kinds of businesses—"like the people who manufacture the do-it-yourself outfits, the very title of which leads on to speculation as to what kinds of things the new man of leisure will want to do".

Automation, in connection with atomic power, offers unparalleled opportunities to decentralize our now massive and cumbersome cities, commented Dr. Westley. "We now have the possibility of great freedom and flexibility in where we locate our industrial establishments, and consequently of where and how our people live," he said.

It also seems logical that such decentralization, both of populations and industries, is important as a part of national defence in an era of guided missiles. If our governments see it this way, I am certain that you will see great changes in the spatial pattern of industry and homes in the next few decades.

Automation is bound to come, and faster than most of us expect, Dr. Westley said in conclusion. "Along with its problems, it will bring tremendous advantages to mankind. Its effect on the individual, the manufacturing plant and the community at

large will depend on how we plan for it and the way we use it."

### Other Speakers

Other members of the panel were E. W. Leaver, President, Electronic Associates Limited, Willowdale, Ont., who spoke on "Automation in Small Industries"; J. H. Aitchison, of International Business Machines Co., Limited, Toronto, who discussed "Automatic Decision Machines in Manufacturing"; and Dr. L. T. Rader, of General Electric Co., Ltd., whose subject was "Automation in the Production Line".

### Automation in Small Industries

It is often assumed and widely reported, Mr. Leaver said, that automation is applicable only to multi-million dollar industries but actually it has a great deal to offer small industries.

To realize these benefits one must think in new terms.... Many of the older small plants are far behind the present state of technology, often because their operation is sufficiently marginal to discourage any outlay for machines. Unfortunately, this view, while seemingly conservative, is extremely dangerous, because the enterprise will be increasingly squeezed by competition, sales and the increasing cost of labour. It is going to be more and more difficult to remain isolated from the technological environment, and this environment will continue to change rapidly.

While rarely can a whole plant be completely reorganized at one time, Mr. Leaver observed, there are a great many things that one can do, even in older and less advanced facilities, to streamline operations and approach automatic operation in some areas.

---

### With the Women's Bureau

## Women in Science and Engineering Title of Department's New Bulletin

Women in all the major professional fields that make up Department's Technical Personnel Register. U.S. Women's Bureau reports on new teacher-training idea; ILO on vocational guidance, training for women

A report on women in science and engineering prepared by the Technical Personnel Unit of the Department's Economics and Research Branch was released last month.

The report is based on the records of 830 women who are qualified as architects, scientists, engineers or in veterinary medicine and who had completed questionnaires

for the Technical Personnel Register of the Department. Only women who had received their Bachelor's degree prior to 1952 were included in the analysis. Home economists, high school teachers and nurses were not included in the study.

The study showed that women were represented in all the major professional fields which make up the Technical Per-

sonnel Register. These were: architecture, biology, chemistry, civil engineering, electrical engineering, forestry, geology, aeronautical engineering, geography, mechanical engineering, mining, physics, agriculture, mathematics and veterinary science. About 75 per cent of the registrants were in biology and chemistry.

Of the 830 professional women in science and engineering whose records were analysed, 553 were single, 259 married, 13 widowed or divorced, and 5 unreported.

The analysis also revealed that there was a larger proportion of women in the younger age group than is the case with men in these professions. About 69 per cent of the women were 35 years or under and the median age was 31. According to the records of the Technical Personnel Unit, the median age for professional men in the science and engineering fields is 39.

The majority of women included in the study were found to be employed in the service industries, which comprise education, governments, consultants and personal service. In this group the main functions were research, testing and laboratory work, and to a lesser extent teaching.

\* \* \*

A new idea, that of training mature, college-educated women for teaching, is helping to attack two of the most pressing problems which face today's society, says Alice K. Leopold, Assistant to the United States Secretary of Labor for Women's Affairs.

First, the idea is creating employment opportunities for mature women who no longer have home responsibilities which require their full time. Some 11,000 women already have completed or are enrolled in these programs, according to reports from only half of the institutions offering such preparation.

Second, dedicated and qualified newcomers are being added to the country's understaffed classrooms. The new teachers are urgently needed to meet the demands of a growing elementary and secondary school population.

Educational programs designed to prepare the new teachers are discussed in a progress report released last month by the U.S. Women's Bureau.

The report shows that accelerated training programs are now being offered by more than 100 colleges and universities in 27 states and the District of Columbia. While many of the courses were instituted especially for mature women college graduates, some also serve recent college graduates, and are open to men as well as to women.

\* \* \*

For womanpower to have occupational mobility in today's employment market, three conditions must be met, according to a report on vocational guidance and training of women prepared by the International Labour Organization. The conditions are:—

Better educational facilities;

The "removal of the sharp divisions which sometimes exist between school life and vocational preparation"; and

"Vocational training in a technique or discipline which gives access to the skilled or professionally qualified employment market."

The report was prepared for a meeting of experts on women's employment, at ILO headquarters in Geneva November 5-10.

"Womanpower," says the ILO report, "has for many generations been considered to be a marginal section of the labour force, and has been deemed to be ready to withdraw from employment in times of labour surplus, and to be correspondingly responsive to demands for renewed recruitment in periods of full employment.

"Recent developments in the structure of the employment market may, however, be read as indications that the women's labour force is now less easily characterized by its former qualities of impermanence and tractability.

"Three stabilizing forces have entered into play: firstly, the economic or intellectual stimulus which has induced large numbers of girls to enter the employment market immediately after the termination of general or vocational education, and the consequent decay of earlier social taboos against the working woman; secondly, the ever-increasing number of married women who are employed outside their homes, and the slow, but definite, progress in the provision of community assistance for the working women with family responsibilities; and finally, the resumption of economic activity by growing numbers of older women."

Nevertheless, even in those countries which are now at peak periods of prosperity and full employment, "women are qualified to participate in relatively few branches of the economy; and even in these branches their activity is usually restricted to a low level of qualification and responsibility."

The relation between the general level of education and occupational advancement is self-evident; in the United States, for instance, more than 70 per cent of all girls with no education, or with education of less than five years' duration, were in 1950 restricted to employment as operatives, private household workers, and service workers.



The ILO's report summarizes the educational needs of girls—and especially of girls who propose to enter the employment market—as follows:—

1. Free and compulsory education.
2. Facilities for continuing studies at the secondary level.
3. Revision of curricula to give girls access to mathematics and science equal to that available to boys.
4. Inclusion of girls in programs designed to bridge academic and vocational life, and not just home-making courses.
5. Increased facilities for girls at higher educational levels.
6. Careful aptitude analysis of girls to select suitable candidates for advanced scientific and technical training.
7. More teacher-training for women, including the fields of mathematics and science.

\* \* \*

Gains made by married women for equal conditions of work with men in the Civil Service have by no means removed all discriminations, it was stated in a report by the Women's Affairs Committee of the Civil Service Association of Ontario to the Association's annual meeting last month.

\* \* \*

Legislation that forbade married women who lived with their husbands to become licensed real estate brokers in Ontario has been rescinded.

To become brokers, women will have to sit for special provincial examinations set up by the Department of Insurance.

\* \* \*

Five women have been hired as air line co-pilots in the United States. They were hired early this fall by a non-scheduled air line, which last month announced that it was seeking five more women fliers.

## Report from Civilian Rehabilitation Branch

# Unlimited Skills Incorporated

On November 15, a group of Department of Labour officials headed by C. A. L. Murchison, Commissioner, Unemployment Insurance Commission, visited Unlimited Skills Incorporated in Montreal.

Accompanied by several Montreal persons interested in the disabled, the group was shown the operations carried out by the disabled persons employed by this recently formed company (L.G., May, p. 532). Sponsored by a group of Montreal businessmen, Unlimited Skills Incorporated now employs 35 seriously disabled persons.

The company accepts sub-contract work from manufacturing firms in the area and in this way it hopes to provide steady employment for many who are seriously disabled. In addition it will demonstrate to industry the important part the disabled can play when placed at jobs suited to their remaining skills and will serve to train many who will, after an initial period of training and instruction, be placed in employment with local firms.

It is the hope of the sponsors that when the success of this venture has been demonstrated, companies with similar objectives will be established in leading cities across Canada.

Mr. Murchison was accompanied by A. W. Crawford, Director of Canadian Vocational Training, and Ian Campbell, National Co-ordinator, Civilian Rehabilitation. Included in the Montreal group present were the Rev. Father J. C. Beaudin, Vice-Chairman of the National Advisory Committee on the Rehabilitation of Disabled Persons; John Bancroft, Rehabilitation Institute of Montreal; G. Egerton Brown, Occupational Therapy and Rehabilitation Centre; Dr. Gustave Gingras, Medical Director, Rehabilitation Institute of Montreal; André Landry, Director-General of Youth Training, Department of Youth and Social Welfare, Quebec; and Marcel Guay, Regional Superintendent, National Employment Service of the Unemployment Insurance Commission, along with other representatives of the Special Placements Division of the National Employment Service.

Businessmen were recently taken to task by H. W. Royl, President of Unlimited Skills Incorporated, for standing by while hundreds of their fellow citizens, classified as "industrial outcasts," are forced to become burdens to society.

Mr. Royl was referring to the handicapped individuals whose many skills and

talents are frequently ignored by the man seeking an employee because he feels that a handicapped person has ceased to be useful.

Said Mr. Royl: "A ridiculous situation exists whereby handicapped persons upon whom thousands of dollars have been spent in medical and physical rehabilitation are forced to return home to lead dull, wasted lives," because they are refused a chance to prove their abilities. Many of this number are dependent upon public charity for subsistence.

"A mere handful of handicapped persons," he said, "are being placed in industry. When approached with this problem, industry is inclined to point with pride to the cases of handicapped persons currently employed. However, they overlook the fact that these represent a pitiful minority."

Speaking of his own organization, Mr. Royl said it was probably Canada's most unique, since it is staffed completely by disabled persons, from the manager right down to the man who sweeps the floors.

The company was formed to provide work for the handicapped individuals who cannot find work elsewhere, and to provide industry with proof that a person who is physically disabled is not necessarily handicapped industrially.

A non-profit organization, Unlimited Skills Incorporated was launched in March 1956, with four employees and borrowed capital of \$10,000. There are now 35 employees in the company, which has done more than \$40,000 worth of business.

Employees have taken on a variety of work, including collating, envelope stuffing, packaging, sorting, office overload, and mechanical and electrical assembly. They

have also set up a small machine shop for engine lathe work, milling, drilling and grinding.

"Employment of the handicapped by Unlimited Skills is only the first stage of its development," explained Mr. Royl. "Obviously, even after it is a thriving organization, employing several hundred persons, and affiliated groups have been set up all across Canada, there will still be thousands of handicapped persons who cannot find employment."

\* \* \*

One of the major problems in planning national, state or local programs of rehabilitation for disabled persons in the United States, according to Howard A. Rusk, M.D., writing in the *New York Times*, is determining the number of disabled persons and their needs.

Dr. Rusk points out that public health departments at any given time know precisely how many cases of acute communicable diseases exist in any area, since these must be reported, but that when an individual becomes paralyzed from a stroke, has a leg amputated or loses a hand in a farm accident, such cases are not reported to any central agency.

The doctor indicates that far better services for the handicapped could be provided if such statistics could be made available, and points out that in some states steps already have been taken in that direction, particularly in the case of children.

In recent years, many states have made it mandatory to report such defects in children as cleft palates and cerebral palsy, by listing the ailments on their birth certificates. This practice, however, he notes, is a recent development and has not been in force long enough to be completely effective.

---

## Flin Flon LMPC Completes 10 Years of Harmony

For the past 10 years the labour-management committee at the Hudson Bay Mining & Smelting Company, Ltd., in Flin Flon, Man., has worked in harmony in a joint effort to establish a more common understanding and to find solutions of the many problems associated with more efficient production. The committee was formed as a result of an agreement between the company and the six unions representing the employees. These unions are all affiliates of the Canadian Labour Congress.

In describing the committee and its work, W. A. Copeland, who is permanent

secretary, said: "While the operation of our suggestion system takes up a considerable amount of the time allotted for the labour-management committee meetings, it has by no means crowded other important items off the agenda." A large variety of items has been discussed at the meetings, including the establishment and successful operation of a cafeteria, the creation and administration of a parking lot, absenteeism, plant lighting, first aid training, limited capacity employees, safety, water supply, apprentice training and traffic hazards.

## 50 Years Ago This Month

Eight-month coal mine strike at Lethbridge that had left many Prairie communities almost destitute of fuel settled by Deputy Minister of Labour, W.L. Mackenzie King, after difficult and complex negotiations

In the middle of November 1906, the Deputy Minister of Labour, W. L. Mackenzie King, was sent to Lethbridge, Alta., to try to settle a strike in the coal mines there that had been going on for eight months, as a result of which many communities in Saskatchewan were facing the winter almost destitute of fuel.

In a letter from Premier Scott of Saskatchewan to the Minister of Labour in Ottawa it was stated that during the summer and fall of 1906 the shipment of coal from the Lethbridge mines, which the year before had amounted to 48,000 tons during that period, had dwindled to only 8,000 tons. The letter painted a picture of serious hardship in many parts of the province, with a prospect of disaster if the strike, which was cutting off about half of the province's coal supply, was not settled speedily.

Mr. King, in his report written after the strike was settled, said that the cause of the stoppage had been the refusal of the employer, the Alberta Railway and Irrigation Co., to concede a number of demands made by the men. These demands included: the conclusion of an agreement with the United Mine Workers of America, with full recognition of the union; a check-off of union dues; a minimum of \$3 per shift and an eight-hour day for underground workers; increased wages for other workers; coal got by contract to be weighed before screening; the hearing of grievances by company officials and a pit committee; and some further minor demands.

After the strike began the men had expressed willingness to modify some of their demands and later, in July, had offered to submit the dispute to arbitration. The company, however, had refused to negotiate with anyone but its own employees, while the miners had insisted on dealing with the company only through representatives of the union, some of whom were not employees of the company. After this the dispute had remained at a complete deadlock.

Mr. King, after arriving in Lethbridge, made some preliminary enquiries, and having had further evidence by this time of the seriousness of the coal shortage,

decided to try to get the men to go back to work while negotiations continued, without prejudice to the case of either party.

He wrote a letter to this effect to both the company and the union, impressing on them the urgency of the situation, which, he said, "threatened to become a national calamity". In reply the men offered to resume negotiations if the company would waive its objection to its employees' belonging to the union, and if the company would also agree to submit the questions in dispute to arbitration if they could not be settled by direct negotiation. On these and some other conditions the men agreed to go back to work immediately.

The company's general manager in Lethbridge was hampered by not having authority to make any agreement himself; he had to refer everything to the managing director of the company, who apparently lived in Winnipeg and who, after having agreed to meet Mr. King in Lethbridge on his arrival, had been called away to Ottawa on account of illness in his family.

When the general manager finally replied to Mr. King's letter, he offered to discuss with the men an increase in wages, which he seemed to regard as the main issue. But on further enquiry Mr. King found that the company would not consider the proposal of arbitration.

Later at a meeting both parties made certain concessions, and they seemed to be near agreement. However, they stuck at a clause which the company insisted should be included in any agreement that was reached as security against discrimination between union and non-union men by the company or its employees. Mr. King tried to bring the parties together on this point, and finally the committee representing the men decided to send two delegates to Indianapolis to refer the matter to John Mitchell, the Mine Workers' President.

Mr. King, concerned at the delay that this journey would involve, after further discussions with the employees induced them to accept a compromise non-discrimination clause, which he had drafted,

*(Continued on page 1559)*



# International Labour Organization

## Relate Women's Vocational Training More Closely to Jobs—ILO Meeting

Meeting of experts on women's employment from 11 countries makes many recommendations on vocational training for women and on employment of older women workers, part-time employment, and technical assistance

Vocational training for women should be more closely related to job opportunities, according to a meeting of experts on women's employment held at headquarters of the International Labour Organization November 5-10.

The experts were drawn from 11 countries: Burma, Federal Republic of Germany, India, Mexico, Peru, Poland, Sweden, Turkey, the United Kingdom, the United States and the USSR.

The meeting's conclusions will be submitted to the ILO Governing Body. In addition to vocational guidance and training, they touch on part-time employment, employment of older women workers, and technical assistance.

In its recommendations on vocational training, the meeting made these points:—

*General Education*—There should be equal facilities for boys and girls, and girls should have the benefit of programs in fields other than home-making.

*Home Economics*—Instruction should be differentiated according to need, into basic instruction, training for careers in domestic work, and as a basis for such professions as social work and nursing.

*Handicrafts*—There should be a reduction in training for needlework and embroidery in industrialized countries, while in countries of low industrialization the training in the manufacture of marketable handicrafts should be strengthened. The training should also prepare for transition to more mechanized occupations.

*Production Work*—Women should be trained not only for production work, but also for maintenance and repair work and for supervisory work in industry. The training should take account of the increasing versatility required by automation and other new techniques.

*Technical Training*—There should be an expansion of training opportunities and admission of girls and women to training at all levels.

*Business and Administration*—The advent of automation makes it desirable that training should provide the necessary degree of specialization in office machines and such fields as statistics, accounting and foreign languages. There should be equality of access for women to advanced courses in management and administration.

*Service Occupations*—There should be systematic training to raise the status of the large number of women employed in service occupations.

*The Liberal Professions*—The meeting noted the progress being made, especially in teaching, in opening new opportunities for women.

*Agriculture*—The meeting noted that vocational training for women in agriculture is complicated by geography, the concentration of women in unpaid family work, and other difficulties; it nevertheless stressed the great need for such training. The meeting endorsed the relevant provisions of the Vocational Training (Agriculture) Recommendation adopted by the ILO Conference in June 1956 (L.G., Aug., p. 1013).

In its recommendations on part-time employment and the employment of older women, the meeting of experts also emphasized the need for training and equality of opportunity. At the same time it recognized the different situations of the industrialized and industrially less developed countries in connection with both problems.

In the case of part-time employment, the meeting pointed out that measures now necessary in the industrially developed countries may become equally applicable to the industrially less developed countries when the situation of their labour market calls for the organization of part-time employment.

Finally, the meeting of experts asked that more emphasis be placed on women workers' questions in the technical assistance program of the ILO.

## ILO Experts Establish List of Dangerous Substances That Should be Labelled Uniformly Throughout World

A group of experts convened by the International Labor Organization has established a basic list of dangerous substances which should be labelled uniformly throughout the world.

Five danger symbols, warning against the chief types of risks involved in handling certain substances, namely, fire, explosion, poisoning, corrosion and dangerous radiations, were drawn up by earlier ILO meetings.

The list now prepared identifies some of the more dangerous substances in common use to which one or, in some cases, two of these labels should be applied to warn of the risk involved to workers in their production, transport, handling and use.

The meeting just concluded at ILO headquarters here brought together specialists from Argentina, Belgium, Canada, France, the Federal Republic of Germany, India, Italy, Switzerland, the United Kingdom, the United States and the USSR.

The experts listed and classified the dangers represented by about 160 substances from acetaldehyde to zinc phosphide, including a number of newcomers produced by the modern chemical industry as well as the common pesticides.

Opinion was that the more dangerous insecticides should be marked with the international symbol indicating danger of poisoning, namely, a skull. Serious accidents have been known to occur among farm workers and their families as a result of insecticides being delivered without any indication on the container of the dangers involved.

Nicotine, hydrocarbons (other than fuels) and radioactive substances most commonly used in industry are among the substances listed.

The experts placed the primary responsibility for correct marking of packages and containers of dangerous substances on manufacturers and distributors who break down bulk cargoes.

In addition to the danger symbols established by the ILO, which are simple and striking enough to be understood by an illiterate worker (they show an exploding grenade, a flame, a skull, for danger of explosion, fire, poisoning and so forth), other warning data might also be affixed to containers, the experts pointed out.

Such basic texts should include the name of the substance (its chemical name as well as its trade name), a description of the chief risk or risks, a statement of the chief precautions to be taken, and if necessary, a statement of first-aid or other simple measures to be taken in the case of injury or emergency, they said.

The experts said that data sheets on dangerous substances, compiled by specialists and kept up to date in the light of experience and technological developments, are particularly useful to carriers, distributors and users of such substances who have neither the means nor the experience that would enable them to assess the hazards and decide upon the most appropriate precautions. They considered that the ILO should prepare, with the assistance of chemical manufacturers and other specialists, data sheets which should be drafted in simple language but which should be scientifically accurate, and ensure their discrimination in several languages.

## Another ILO Maritime Convention to Come into Force

A Convention concerning food and catering for crews on board ship, adopted by the maritime session of the International Labour Organization in Seattle in 1946, is to come into force on March 24, 1957. The conditions required for the coming into force of the Convention had been fulfilled with the ratification deposited by Argentina on September 24.

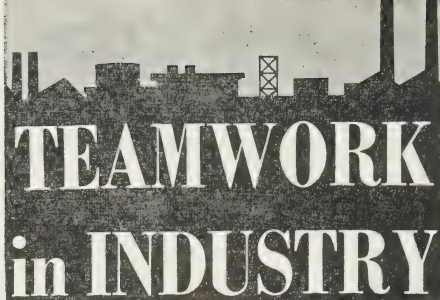
The requirement was that the Convention should be ratified by nine of the traditionally maritime countries, including five countries each having at least one million gross register tons of shipping.

Ten countries have now ratified the Convention: Argentina, Canada, France, Italy and the United Kingdom (all having more than a million tons) and Belgium, Bulgaria, Ireland, Poland and Portugal.

The Convention—No. 68 of the International Labour Code—is the fifth of nine maritime labour conventions adopted by the ILO at Seattle to have secured a sufficient number of ratifications to become operative.

The Convention requires every ratifying country to promote "a proper standard of

*(Continued on page 1602)*



# TEAMWORK in INDUSTRY

Increased co-operation through joint consultation has resulted from the operations of the labour-management committee at Bathurst, N.B. Organized in 1953 in co-operation with several Canadian Labour Congress unions representing the employees, the committee has met regularly for the discussion of mutual problems.

Speaking of the committee and its work, C. A. Lloyd of the company's personnel department said:—

"The meetings are on an informal basis and closely follow the constitution governing the committee's activities. The scope of the committee embraces all problems falling in the category of paper mill production except those subject to collective bargaining procedure such as wages, hours of work and grievances. Some of the more common topics discussed are efficiency, increasing production, maintaining high quality, new processes and equipment, safety, health, promoting education and welfare.

"The committee has been congratulated by both union and management officials for its excellent work in strengthening employee-management relations.

"The committee has performed many useful functions and has helped to strengthen the bond of fellowship and goodwill between management and employees. It has been possible through this committee to centralize the activities of various other committees dealing with employee-employer matters. It has given the employees a medium through which they can bring their viewpoint to the attention of management. The informal meetings have resulted in a better understanding of mutual problems and have been a constant source of valuable ideas and suggestions."

Mr. Lloyd pointed out that as far as possible there was a balanced representation of management and union members on the committee, and that an attempt was made to give equal representation to all departments concerned. As an instance of this equality of treatment he remarked that Mr. Kane of the Papermakers local and Mr. Callaghan, General Mill Superintendent, alternated as chairman at the monthly meetings of the committee. Minutes of

meetings, he said, besides being sent to committee officers and management officials, were posted in the various departments.

\* \* \*

"Since we formed a labour-management committee at Naugatuck Chemicals 11 years ago, it has proved its value in many ways.

"Perhaps the most outstanding value has been the 'team spirit' which has been built up by labour and management working together towards a common goal." With these few words, R. B. Marr, Manager of Naugatuck Chemicals in Elmira, Ont., summed up his views on the result of joint consultation in his plant.

The use of joint consultation has become general throughout the plant and is used in many phases of the operation. Management has been able to base decisions on accurate knowledge gained from the employees using the labour-management committee as a communication channel.

The Naugatuck labour-management committee has two co-chairmen—one representing labour and one management. Other permanent members of the committee are: the plant improvement chairman, through whom all suggestions for safety, production, and other plant matters are channeled; the social chairman; the recreation chairman; and a publicity chairman; plus one person elected by the plant personnel at large as plant recreation manager to assist and co-ordinate the planning and organization of all activities. In addition, the Industrial Relations Manager is a member of the committee as permanent secretary and his secretary acts as secretary-treasurer. This makes a committee of 11 members, six from labour and five from management.

In itself the committee has no management powers. Its primary purpose is to make recommendations and act as a sounding board both from and to management, and to co-ordinate the "extra-curricular" activities in the plant. It has done this job exceedingly well, and to the satisfaction of all concerned.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during October. The Board issued ten certificates designating bargaining agents and rejected two applications for certification. During the month, the Board received 17 applications for certification, and allowed the withdrawal of one application for certification.

### Applications for Certification Granted

1. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed by West Indies Wharf (United Keno Hill Mines Limited and Cassiar Asbestos Corporation), Vancouver (L.G., April, p. 414).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of pursers, purser-wireless operators, chief stewards and second stewards employed aboard vessels operated by the Canadian Pacific Railway Company in its British Columbia Coast Steamship Service (L.G., Aug., p. 1023).

3. International Longshoremen's Association, Independent, on behalf of a unit of longshoremen employed by Caledon Terminals Limited, Toronto (L.G., Aug., p. 1024).

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of Hamilton Tug Boat Company employed aboard the tugs *Prudence* and *Thistle* (L.G., Aug., p. 1024).

5. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of warehouse employees employed by Empire Stevedoring Company Limited on or about Ballantyne Pier and LaPointe Pier, Vancouver (L.G., Sept., p. 1134).

6. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees in the deck, engine-room and steward's departments of vessels operated by the Northland Navigation Company Limited, Vancouver (L.G., Oct., p. 1272).

7. Building Service Employees' International Union, Local 288, on behalf of a unit of cleaners employed by J. Hervé Ravary in the cleaning of the Canadian

Broadcasting Corporation building in Montreal (L.G., Oct., p. 1272).

8. International Association of Machinists on behalf of a unit of clerical and traffic employees employed in Canada by Eastern Air Lines, Inc. (L.G., Nov., p. 1404).

9. International Association of Machinists on behalf of a unit of maintenance employees employed in Canada by Eastern Air Lines Inc. (L.G., Nov., p. 1404).

10. Canadian Merchant Service Guild, Inc., on behalf of a unit of first, second and third mates employed aboard vessels operated by Marathon Corporation of Canada Limited, Port Arthur, Ont. (L.G., Nov., p. 1404).

### Applications Rejected

1. National Association of Broadcast Employees and Technicians, applicant, and Western Ontario Broadcasting Company Limited (Station CKLW and CKLW-TV). The application was rejected because the applicant did not receive the support of a majority of the employees in the proposed bargaining unit in a representation vote conducted by the Board (L.G., Oct., p. 1270).

2. Seafarers' International Union of North America, applicant, and Canadian Pacific Railway Company, respondent (unlicensed employees aboard the SS. *Assiniboia* and SS. *Keewatin*). The application was rejected for the reason that the applicant did not receive the support of a majority of the employees in the proposed bargaining unit in a representation vote conducted by the Board (L.G., Oct., p. 1271).

### Application Withdrawn

International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, applicant, and British Overseas Airways Corporation, respondent (see below).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

## Applications for Certification Received

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 419, on behalf of a unit of employees of Hill The Mover (Canada) Limited, Toronto (Investigating Officer: F. J. Ainsborough).

2. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard vessels operated by St. Charles Transportation Company, Limited, Montreal (Investigating Officer: C. E. Poirier).

3. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of employees of British Overseas Airways Corporation employed at Montreal and Dorval (Investigating Officer: R. Trépanier).

4. Brotherhood of Locomotive Engineers, applicant, on behalf of a unit of locomotive engineers employed by Wabash Railroad Company in its Buffalo Division, Lines East of Detroit (Investigating Officer: F. J. Ainsborough).

5. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers employed by Canadian National (West Indies) Steamships, Limited, Montreal (Investigating Officer: Remi Duquette).

6. National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), on behalf of a unit of marine engineers employed aboard vessels operated by Dominion Shipping Company Limited, Sydney, N.S. (Investigating Officer: D. T. Cochrane).

7. Transport Drivers, Warehousemen and Helpers Union, Local 196, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Motorways (Quebec) Limited, Montreal (Investigating Officer: R. Trépanier).

8. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of Clarke Steamship Company Limited,

Montreal (Investigating Officer: Remi Duquette).

9. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed employees of Marine Industries Limited, Montreal (Investigating Officer: C. E. Poirier).

10. The Order of Railroad Telegraphers on behalf of a unit of employees of Napierville Junction Railway, Montreal (Investigating Officer: C. E. Poirier).

11. International Association of Machinists, Local 1522, on behalf of a unit of garage employees of Atomic Energy of Canada Limited, Chalk River, Ont. (Investigating Officer: H. Perkins).

12. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard vessels operated by Branch Lines Limited, Sorel, Que. (Investigating Officer: Remi Duquette).

13. Canadian Merchant Service Guild, Inc., on behalf of deck officers employed aboard vessels operated by Abitibi Power and Paper Company Limited, Port Arthur, Ont. (Investigating Officer: F. J. Ainsborough).

14. General Truck Drivers' Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of The Walter Little Limited, Kirkland Lake, Ont. (Investigating Officer: F. J. Ainsborough).

15. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and helpers employed by Pronto Uranium Mines Limited, Algoma Mills, Ont. (Investigating Officer: F. J. Ainsborough).

16. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and helpers employed by Algoma Uranium Mines Limited, Algoma Mills, Ont. (Investigating Officer: F. J. Ainsborough).

17. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and helpers employed by Consolidated Denison Mines Limited, Spragge, Ont. (Investigating Officer: F. J. Ainsborough).

---

## Simultaneous SUB Payments Approved in 26 States

Favourable rulings recently given in Arizona and Louisiana have brought to 26 the number of states that have approved the simultaneous payment of state unemployment compensation and SUB of the auto company type.

On the glass company type of plans, West Virginia is the latest state to give a favourable decision. Similar rulings had previously been given in California, Michigan and Ohio.

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During October, the Minister of Labour appointed conciliation officers to deal with the following disputes:—

1. Quebec Central Transportation Limited (bus drivers and garage employees), Sherbrooke, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. Trépanier).

2. Polymer Corporation Limited, Sarnia, and Oil, Chemical and Atomic Workers International Union, Local 16-14 (Conciliation Officer: F. J. Ainsborough).

3. Detroit and Canada Tunnel Corporation, Detroit, Mich., and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 195 (Conciliation Officer: F. J. Ainsborough).

## Settlements Reported by Conciliation Officers

1. Sherbrooke Telegram Printing and Publishing Company (Radio Station CKTS), Sherbrooke, and Sherbrooke Printing Trades Syndicate, Inc. (Conciliation Officer: R. Trépanier) (L.G., Feb., p. 180).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003 which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territories of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch of the Director of Industrial Relations and staff are situated in Ottawa.



2. Quebec Central Transportation Limited (bus drivers and garage employees), Sherbrooke, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. Trépanier) (*see above*).

### **Conciliation Boards Appointed**

1. Canadian Pacific Railway (Eastern, Prairie and Pacific Regions) and the Brotherhood of Locomotive Engineers. (This dispute was in the first instance referred to a conciliation board and not to a conciliation officer).

2. Canada Steamship Lines Limited (Montreal Terminal), and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Trépanier) (L.G., Oct., p. 1272).

### **Conciliation Boards Fully Constituted**

1. The Board of Conciliation and Investigation established in September to deal with matters in dispute between Canadian Pacific Air Lines Limited, Vancouver, and International Association of Machinists, Canadian Airways, Lodge No. 764 (L.G., Sept., p. 1136), was fully constituted in October with the appointment of Dr. Henry F. Angus, Vancouver, as Chairman. Dr. Angus was appointed by the Minister on the joint recommendation of the other two members, John Gould and Albert Alsbury, both of Vancouver, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in October to deal with matters in dispute between the Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions) and the

Brotherhood of Locomotive Engineers (*see above*) was fully constituted in October with the appointment of His Honour Judge J. C. Anderson, Belleville, as Chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members, H. B. Bell, QC, Toronto, and the Hon. Arthur W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the Company and union respectively.

### **Board Reports Received during Month**

1. Eastern Canada Stevedoring Company Limited, Halifax, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Aug., p. 1025). The text of the report is reproduced below.

2. Dominion Steel and Coal Company Limited, Sydney, and Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1272). The text of the report is reproduced below.

3. Brett-Young Seeds Limited, Winnipeg, and International Union of United Brewery, Flour, Cereal, Soft Drink, and Distillery Workers of America, Local 338 (L.G., Sept., p. 1136). The text of the report is reproduced below.

### **Settlements Following Board Procedure**

1. Guy Tombs Marine Services Limited and Davie Transportation Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., March, p. 292).

2. La Tribune Limitée (Radio Station CHLT), Sherbrooke, and Sherbrooke Printing Trades Syndicate, Inc. (L.G., Feb., p. 180).

## **Report of Board in Dispute between**

**Eastern Canada Stevedoring Co. Ltd.**

**and**

**Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees**

There is no dispute about the facts in the present case. Both company and union are agreed that the contract between them should be revised to incorporate the results of the recent negotiations between the railways and their non-operating employees. The company, however, makes its acceptance of these changes conditional upon two modifications of the working rules in the existing contract. One of these

proposed modifications is in Article II(a) of the contract, and would exclude certain freight handling from the work now done by the employees. The other is in Article III(d), and would reduce the number of men required in the handling of aluminium.

Company and union agree that the basis of their settlements in the past has been the contract signed between the railways and their non-operating employees, and do

not dispute that this has been a natural and satisfactory basis in view of the relation between the company and the railways. Company and union also agree that they have been on excellent terms for many years, particularly at the local level.

A settlement has already been delayed for several months. It does not seem sensible to the Board that the good relations between management and employees should be endangered by further delays. The changes in the working rules proposed by the company are technical in nature, so that it is very hard for the Board to decide what their merit may be. This seems the kind of issue better left for negotiation at the local level rather than being brought before a Board of Conciliation, the more so since it is very clearly a secondary issue.

The Board recommends, therefore, that a new contract be signed as soon as possible incorporating the results of the negotiations between the railways and their non-operating employees, and that possible changes in working rules be left for discussion at the local level.

(Sgd.) J. C. REYNOLDS,  
*Chairman.*

(Sgd.) J. C. WELDON,  
*Member.*

Montreal, September 28, 1956.

### MINORITY REPORT

I have given considerable thought to the question of the report which we should make to the Director of Industrial Relations in connection with the Brotherhood of Railway and Steamship Clerks and Eastern Canada Stevedoring Co. Ltd., Halifax, N.S.

While it is true that the negotiations between the railway and the non-operating employees form the basis of the contract to be entered into between Eastern Canada Stevedoring Co. Ltd. and the freight handlers at Halifax, both parties have the right to negotiate a contract and effect such changes from the master contract between the railway and its employees as they may think applicable to the present circumstances existing at Halifax and the only opportunity which either party is given to demand changes is when negotiations for renewal of contract takes place.

It appears that the company has endeavoured for some time to put forth its suggested amendments during the life of the past agreement but has been unable to settle the points at issue and the only time any results could be obtained would be at the time of renewing or effecting a new contract. Once an agreement is made, the

contract remains in force and no revisions are made during the life of the contract. This fact was pointed out to Mr. Trépanier, the Conciliation Officer appointed, in a letter dated July 24, 1956, and he unfortunately failed to bring the parties to an agreement. It is for this reason that the present Board was appointed.

If we were to recommend that a new contract be signed and leave any possible changes for discussion at the local level, another year would elapse, nothing would be accomplished and the parties would be back in the same position they were in and have been in for some time past. It is for this very reason that the parties, it seems, would not execute an agreement without having these clauses clarified and I feel that if these points are not settled before the signing of an agreement, they certainly will not be settled after an agreement is signed.

These points are not a secondary issue. One might consider wages a primary issue, but where you have the duplication of work and useless expenses incurred, it is, in my opinion, an important issue. I cannot, therefore, recommend that a new contract be signed and leave the possible changes for later discussion which, when the contract is signed, will not take place or, if it does, nothing will be accomplished, and the same procedure will have to be repeated next year by again having a Board of Conciliation appointed. If such Board took the position that these matters should be again left open and a new contract again signed, it will never be brought to any conclusion.

During October, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with the dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and Eastern Canada Stevedoring Co. Ltd., Halifax.

The Board was under the chairmanship of His Honour Judge J. C. Reynolds, Kingston, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Léonce Plante and Dr. J. Weldon, both of Montreal, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act, constitutes the report of the Board, was submitted by the Chairman and Dr. Weldon. The minority Report was submitted by Mr. Plante.

The text of the majority and minority reports are reproduced here.

It was clearly established that there is a useless duplication of work which results in additional expenses being incurred to the shippers of cargo through the port of Halifax. The Longshoremen's Union insist on taking cargo to and from a vessel and the freight handlers insist on taking or being paid for handling cargo from car to terminal and as there are certain commodities where such double handling is unnecessary, the parties should agree to have the cargo handled once, if twice is not required. The volume of such cargo may not be

great but it is an added and useless expense which has to be met under the present conditions if they are left unaltered.

As far as I am concerned, I would therefore recommend that a new contract be signed as soon as possible by amending Article II paragraph (a) and Article III paragraph (d) in order to prevent duplication of wages which is avoided in other ports.

The whole respectfully submitted.

(Sgd.) LÉONCE PLANTE,  
Member.

## Report of Board in Dispute between

Dominion Steel and Coal Corporation

and

Seafarers' International Union of North America

Sittings of the aforesaid Board were held in the Court House in Sydney, N.S., on Monday, Tuesday and Wednesday, October 15 to 17 inclusive. Sittings continued both mornings and afternoons on all of these days. The first three sittings were taken up in hearing a general submission on all of the points at issue from the Union, the reading by the Union of a brief in support of its submissions, the reply to the Union's submissions by the Company and in reading a brief submitted by the Company.

The major points of disagreement between the parties are: (1) wages; (2) overtime pay; (3) union shop; (4) statutory holidays and (5) an employee welfare fund contributed to solely by the Company.

During October, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and the Dominion Steel and Coal Corporation, Sydney, N.S.

The Board was under the chairmanship of His Honour Judge K. W. Crowell, Yarmouth, N.S., who was appointed by the Minister in the absence of a joint recommendation from the other two members, M. R. Chappell, Sydney, N.S., and Richard Shiels, Saint John, N.B., nominees of the Corporation and Union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Chappell. The minority report was submitted by Mr. Shiels.

The text of the report is reproduced here.

### 1. Wages

There are only eight (8) employees involved in this dispute, all being members of the crew on the tugboat *Empire John* owned by the Company. Their present wages are as follows:

	Per Month
Firemen (three in number) ..	\$187.00
Deckhand (three in number) .	187.00
Cook (one only) .....	202.00
Messboy (one only) .....	105.00

While the rates requested by the Union are as follows:

	Per Month
Firemen (three in number) ..	\$328.28
Deckhand (three in number) .	284.20
Cook (one only) .....	402.52
Messboy (one only) .....	284.20

These latter figures are the wages paid unionized tugboat companies in Upper Canadian waters. The Union submits that the work done by the crew of the *Empire John* is similar if not the same as that on the aforesaid unionized boats, and, as all belong to the same union, they all should get the same rate of pay. The Union further compares the actual hourly rate of pay (reduced from a monthly rate) on the *Empire John* with the hourly rate of pay paid by the Company to its miners: here the hourly rate of pay for deckhands and firemen exclusive of subsistence is approximately 78 cents as compared with nearly \$1.22 to the miners. The Company, on the other hand, submits that the monthly rates as herein quoted do not give the true picture because each and every



member of the crew gets board, which costs the Company \$2.65 per man per day, and to this must be added a reasonable amount of \$1 per day for lodging, making a total of \$3.65 per day, or approximately 45½ cents per hour. This added to the 78 cents brings the hourly rate to \$1.23½.

The Company further submits that there is a great difference in the work on the *Empire John* from that on the tugboats in Upper Canadian waters, and further that the crew members on this boat have a steady year-round job even though work during the winter months is at a minimum.

2. Overtime

The Union recognizes that it is a condition of employment that the crew members must be on call twenty-four hours of the day although eight hours is considered a day's work. The Union submits that the eight hours for deckhands shall be worked between the hours of 5 a.m. and 9 p.m. and that any time worked from 9 p.m. to 5 a.m. shall be paid for at overtime rates. The Company in reply says that since it is a condition of employment that the men be on call at all times there should be no overtime. The Company, however, states that it is usual to give the men time off in order to compensate them for working overtime.

3. Union Shop

The Union is asking for a union shop, giving a new employee thirty days before he either joins the Union or being liable to the check-off. The Company on the other hand is adamant in its stand against a union shop or compulsory check-off. The Company is not, however, opposed to the voluntary check-off.

4. Statutory Holidays

The Union is requesting statutory holidays or additional pay where it is impossible to be off the boat. The Company submits that these men are employed monthly and by the nature of their work it is a condition of employment that they be on the job when required. However, the practice followed on holidays is similar to that followed on a Sunday, when deckhands usually have the day or the most of it off.

5. Welfare Fund

The Union wants a welfare fund contributed to only by the Company along the lines of the plan entitled "The Canadian Lake Carriers and Seafarers' Welfare Plan". The Company in reply submits that it already has a welfare plan to which it is contributing, which plan is open to the employees on the *Empire John*.

The remainder of the sittings were taken up in a more detailed discussion of each of the matters in dispute in an endeavour to find a solution of the problem acceptable to both parties. Wages, overtime and paid statutory holidays were eventually considered together since they all have the effect of raising wages one way or the other and in the discussion the following rates were suggested:

	Per Month
Deckhand .....	\$210.00
Firemen .....	210.00
Cook .....	225.00
Messboy .....	120.00

After considerable discussion, the Company agreed to accept such a wage scale but the Union representatives, after discussing the matter privately, advised the Board that they could not agree to any rates other than those set out in their brief, viz:

	Per Month
Deckhand .....	\$284.20
Firemen .....	328.28
Cook .....	402.52
Messboy .....	284.20

together with overtime pay.

After some further discussion on the question of wages in an endeavour to reach a satisfactory compromise and finding that the Union was adamant in its position to stand out for the wages last named or possibly wages very close to those figures, and since the Company would not consider any further increase than those mentioned as agreed to, the Board concluded its sittings.

After carefully considering the matters at issue, the Board recommends as follows:—

1. Wages

That the rate of wages be as follows:

	Per Month
Deckhand .....	\$210.00
Firemen .....	210.00
Cook .....	225.00
Messboy .....	120.00

No overtime pay and no statutory holidays, but wherever possible time off will be arranged for to compensate for overtime at some time convenient to both parties.

2. Union Shop

That the Company agree to a maintenance of membership clause in the agreement to the effect that a member shall continue his membership for the life of the agreement provided he is a member of the Union at the time of entering into the agreement or joins during the life of the agreement.

### 3. *Employee Welfare Fund*

That no new welfare fund be established since the Company already has a welfare scheme in existence which all employees may join.

In conclusion, the members of the Board wish to express their thanks to the representatives of both the Union and the Company for the assistance given the Board and for the high level of the discussions throughout these hearings.

The members of the Board would also like to assure both the Union and the Company that the conclusions reached and the recommendations made herein have not been arrived at without giving careful consideration as well as a great deal of thought and study to the problems presented to them. They also earnestly hope that their efforts on behalf of both the Union and the Company will be of some value to them in settling their problems and that eventually a fair and just collective agreement will come out of their deliberations leading to continued cordial relations between management and employees.

All of which is respectfully submitted.

(Sgd.) K. L. CROWELL,  
Chairman.

(Sgd.) M. R. CHAPPELL,  
Member.

Dated at Sydney, N.S., this 18th day of October 1956.

### MINORITY REPORT

In filing this minority report, I must point out the fact that the crew of the SS. *Empire John* is on call twenty-four hours a day, all day and every day of each month. It must also be noted that members of the crew have not received an increase in wages since 1952, and the increase as recommended by the Chairman and Mr. Chappell was less than six dollars a month over a period of four years.

Mr. Gordon (Vice-president and General Manager of the Company) pointed out that if he paid the increase as asked by the SIU it would have a direct affect of the coming negotiations of eleven thousand miners in the employ of the Dominion Coal Company, which in my opinion does not justify Mr. Gordon's refusal to make at least a substantial offer of an increase in excess of that recommended by the majority of the Board and agreed to by Mr. Gordon.

Mr. Gordon also refused without exception all of the other demands of the SIU's negotiating committee.

Namely:—

1. Overtime rates for time worked over eight hours per day.
2. Payment by the Company of a welfare contribution of twenty cents per day, per man.
3. Recognition of paid holidays—eight statutory.
4. A union shop.

### *Overtime*

The SIU's negotiating committee could not inaugurate a plan for the crew of the SS. *Empire John* which would not entail overtime rates, when all other crews under the jurisdiction of the SIU received these benefits.

### *Welfare*

Welfare contributions are a must in any contract negotiated by the SIU for the benefit of their membership, and the money paid into the welfare fund is for seamen only.

### *Holidays*

Members of the crew of the SS. *Empire John* received no holidays of any kind with pay. To my mind, Mr. Gordon should have made an offer of at least four statutory holidays with pay which the eleven thousand miners in his employ, and of whom he had previously referred, are receiving. This in itself indicates the attitude taken by Mr. Gordon in this just demand for paid holidays.

### *Union Shop*

From a point of union security, a union shop is the only means the SIU have in maintaining an organized crew which must at all times live up to the contract as negotiated whether it be in favour of the company or members of the crew.

Finally, I must point out the fact that the Hon. Minister of Labour appointed as federal mediator Mr. Carl Goldenberg, QC, in the recent seamen's Great Lakes strike; and the increase in wages asked by the SIU negotiating committee for the crew of the SS. *Empire John* are in direct line with the findings and recommendations of the federal mediator, Mr. Goldenberg.

I find I cannot go along with any recommendation for an increase in wages to Canadian Seamen which does not come substantially near the increase obtained for the seamen by this able and experienced mediator.

Sincerely.

(Sgd.) J. RICHARD SHIELDS,  
Member.

# Report of Board in Dispute between

**Brett-Young Seeds, Winnipeg  
and**

**International Union of United Brewery, Flour, Cereal,  
Soft Drink and Distillery Workers of America**

Your Conciliation Board consisting of F. H. Gorsline, the Company Nominee; Leon Mitchell, the Employees' Nominee and R. H. Hooper, Chairman, has held two sessions with both parties to the dispute present, one session with Company's representatives only, and one session with the Union's representative. The Company was represented by D. C. McGavin of the firm of Aikins, MacAulay, Moffat & Company, Counsel; A. M. Johnson, President, and John Brown, Vice-president. The Union was represented by A. A. Franklin, International Representative.

The main points at issue were:—

- Maintenance of membership.
- Check-off.
- Statutory holidays.
- Wages.
- Vacations with pay.
- Date of expiry of agreement.

In its submission the Union stated it had no desire to place the Company in an unfavourable competitive position nor to jeopardize its existence. This was the first attempt at negotiating an agreement between the Union and Company and all that the Union was asking was to have its wage rates, etc., brought more closely into line with competitive companies operating in the same area. The question of seasonal men accumulating seniority on an aggregate service basis to enable them to qualify for higher wages, vacations with pay and statutory holidays was an issue on which no agreement could be reached. The Union claimed that the Company's refusal to give consideration to employees with less than twelve (12) consecutive months' service, in an industry which the Company had admitted was largely seasonal, made it impossible for seasonal employees to ever qualify for benefits enjoyed by "permanent" employees. The Company defined a permanent employee as one who had worked twelve (12) months consecutively with the Company. In support of its claims the Union filed with the Board two agreements between the Union and other similar plants operating in Winnipeg.

The Company in its submission stated that it cleans all types of grain and seed which is purchased from farmers throughout the whole of western Canada. After the cleaning operations are completed, the cleaned grains and seeds are sold by the Company to farmers. Thus the Company's operations are very closely related to conditions affecting the agricultural economy of the country. It is a well known fact that the agricultural economy is subject to extreme variations according to weather and crop conditions. Those fluctuations are reflected directly in the Company's operations.

By reason of its complete dependency on farmers, the Company stated, both as suppliers and as customers, the Company's operation is of necessity geared to the practices and habits of farmers in such matters as times of delivery, holidays, etc. Deliveries are sometimes made at irregular hours and on holidays. The Company must be prepared to give satisfaction in these respects, otherwise it would lose business to the various grain and seed cleaning plants located at country points, such as Winkler, Altona, Steinbach, Niverville, etc., where urban working conditions, union wage rates, etc., do not prevail. For these reasons, the Company claimed, the wages and working conditions of its employees must be related to conditions in the agricultural field and cannot be related directly to those in industry generally.

The Company has a plant in Winnipeg and also operates a blue grass drying lot situated a few miles out of Winnipeg.

During October, the Minister of Labour received the unanimous report of the Board of Conciliation established to deal with the dispute between the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 338, and Brett-Young Seeds Limited, Winnipeg.

The Board was under the chairmanship of R. H. Hooper, Winnipeg, who was appointed by the Minister in the absence of a joint recommendation from the other two members, F. H. Gorsline and Leon Mitchell, both of Winnipeg, nominees of the Company and Union.

The text of the unanimous report is reproduced here.



The Company also carries on farming operations a few miles outside Winnipeg from which it obtains a part of its supply of grain and seed.

The Company claimed that it could employ agricultural labour for work at the drying lot and on its farms at substantially lower rates than are presently being paid, and without payment of overtime rates, etc., which, it asserted, was the practice followed by the Company's competitors. If the Company were to do this, it would result in substantial savings in labour costs, but it would necessitate the laying off of several of its plant employees in the off-season and decentralize the Company's operations. The Company has considered that by having about 50 per cent of its plant employees, during the plant off-season, work at the drying lot and on the farms, these employees are assured of more continuous employment and a higher income than would be the case if they were employed only at the plant with periodic layoffs. The Company provides such workers with free transportation between the plant and the drying lot and farms, when such is required.

If higher urban wage rates were adopted and made applicable to workers on the drying lot and farms, the Company would be forced to give serious consideration to removing its outside operations away from the vicinity of Winnipeg to the blue grass country between the Lakes. At the same time the Company admits it is in its interest to maintain continuity of employment for its employees.

#### *Maintenance of Membership*

The Union asked for a union shop with maintenance of membership during the term of the proposed agreement. The Company's position was definitely opposed to any form of union security whatever. The Board took the opportunity to quote statistics from the *LABOUR GAZETTE* (November 1954 issue, pages 1587-1590) which showed that of 910 union agreements in effect in May 1954, about 50 per cent of them contained some form of union security, ranging from the closed shop to maintenance of membership only. Doubtless the number has increased since then. The Company replied that it employed a number of farmers and that if any kind of union security was made to apply to its plant workers it might be expected that the same would apply to its other employees.

The Board's recommendations respecting maintenance of membership, wage rates and other items in dispute are incor-

porated in a proposed agreement prepared by the Board, which is attached to and constitutes part of this report.

#### *Check-off*

The Union asked for a voluntary check-off. The Board again quoted from the *LABOUR GAZETTE* to show that a high percentage of agreements now have voluntary check-offs, either revocable or irrevocable. The Company, however, maintained its objection to this measure of union security.

#### *Statutory Holidays*

The Union had at first asked for nine (9) paid statutory holidays, but subsequently reduced the number to eight (8). It also asked for double time for work done on such holidays. The Company's practice at present is to pay for from six (6) to eight (8) statutory holidays, depending upon the nature and amount of work required to be done, and in cases where men are requested to work they are paid at time and one-half, that is to say, straight time for the holiday plus one-half the wage rate for work done on that holiday. It was pointed out to the Company that under such conditions they would actually save money if they worked on statutory holidays.

#### *Shift Premium*

The Union requested a shift premium of seven cents (7¢) per hour for work done between 3:00 p.m. and midnight, and ten cents (10¢) per hour for work after 11:00 p.m. to 8:00 a.m. The Company stated that it had seasonal shift work and that it now paid five cents (5¢) premium, which it considered adequate.

#### *Vacations With Pay*

The present practice of the Company is to give two weeks' vacation with pay to employees who have worked for a full year. The Union asked in addition that, for the reason that very few employees were able to complete a full year's service, every employee who had completed six (6) months' service, either continuous or in aggregate, should receive one (1) day's vacation with pay for each completed month of service. The Union also asked that employees who have completed ten (10) years' service with the Company shall receive three (3) weeks' vacation each year. The Company stated it would not agree to any change in its present practice. The Board pointed out that under the present arrangement several of the Company's employees would not be entitled to any vacation with pay.

Termination of Contract

The Union asked for a one-year agreement, while the Company wanted a three-year agreement. Both sides, however, offered to consider a two-year term if other conditions were satisfactory. The Union wanted a wage revision clause to apply after the first year; the Company would not agree to this. The Board's suggestion of a cost-of-living bonus applicable to a two- or three-year agreement was rejected by both parties.

Wages

It should be stated that in August 1956, during preliminary negotiation proceedings, the Company had raised its wage rates to all employees with the exception of warehousemen. This resulted in giving three (3) foremen a rate of \$1.50, which was the rate originally asked by the Union. The Company wanted inserted, in any agreement that might be reached, a set of "minimum" wage rates lower in many cases than the wage rates they are now paying. The Board pointed out that it would be virtually impossible to get any Union to agree to such a proposal at the present time and suggested that at least a range of rates might be used. This suggestion proved unacceptable to both parties.

In tabulated form is given below the wage rates requested by the Union, the rates the Company is now paying, and the rates it proposes should be inserted in any agreement.

Hours of Work and Overtime

The Union agrees to a forty-eight (48) hour week, but wants overtime paid after eight (8) hours in any one day. The present practice of the Company is to pay overtime only after forty-eight (48) hours have been worked in any one week. In maintaining this position the Company argued that farm workers generally, some of whom are periodically employed at its

drying lot and farms, neither receive nor expect overtime after eight (8) hours work in any one day. The Union, on the other hand, contended that workers in an urban plant should not be governed by conditions prevailing on farms.

The Union asks that if an employee is called back for work for less than four (4) hours after he has left the plant he shall receive not less than four (4) hours pay. The present practice is for the Company to pay for not less than one (1) hour, and it opposes any additional guarantee.

Comments

It is regretted that the Board is unable to report a settlement and conclusion of a collective agreement between the parties. The Board is, therefore, placed in the unhappy position of recommending such terms and conditions of an agreement as, in its opinion, ought to be accepted by each of the parties, keeping in mind the problems of the Company on the one hand, and the Union's responsibility to its members on the other.

A third factor might well be considered in determining the nature of the recommendations being made, namely: the conditions which to the Board in the case before it, seem to be fair and equitable, keeping in mind comparable rates of pay and working conditions in similar industry.

This is an attempt to negotiate the first agreement between the parties, and therefore, the recommendations are so designed to make it practical for both parties to accept them as a basis for the signing of an agreement and it is hoped that this will be the result. The recommendations are not intended to reflect the personal viewpoint of any of the members of the Board in terms of merit or justification, but rather the basis on which both the Company and the Union can agree as being reasonable in all the circumstances of this case.

	Union Request	Company's proposed rates	Rates now being paid
	\$	\$	\$
Mill Foremen, Warehouse Foremen, Maintenance Foremen.....	1.50	1.30	1.50
Mill Operators.....	1.40	1.15	1.15—1.25
Mill Helpers (with at least one year's service).....	1.30	1.05	1.05—1.10
Mill Helpers (with less than one year's service).....	—	.90	None employed
Warehousemen (with at least one year's service).....	1.25	1.00	1.00
Warehousemen (with less than one year's service).....	—	.90	None employed
Bagmen.....	1.25	.90	.97
Truck Driver.....	1.30	1.10	1.20
Maintenance Men.....	1.40	1.20	1.10—1.30
Watchmen and Janitors.....	1.05	.75	.75— .80

It is sincerely hoped that these recommendations will be accepted by both parties and that an agreement will be reached in order to give effect to the spirit and intent of the legislation under which this Board was constituted.

(Sgd.) R. H. HOOPER,  
Chairman.

(Sgd.) F. H. GORSLINE,  
Member.

(Sgd.) LEON MITCHELL,  
Member.

## AGREEMENT

*Memorandum of Agreement* made this  
..... day of ..... A.D. 1956.  
*between*

Brett-Young Seeds Limited of Winnipeg,  
Manitoba (Hereinafter called the  
"Company")

*and*

Grain, Flour & Seed Workers, Local 338,  
and the International Union of United  
Brewery, Flour, Cereal, Soft Drink and  
Distillery Workers of America, CCL-  
CIO (Hereinafter called the "Union").

### Section 1—Purpose

(a) The purpose of this Agreement is to maintain harmonious relations between the Company and its employees and to provide an amicable means of settling any disputes which may arise between them concerning the matters specified in this Agreement.

(b) The term "employee" as used in this Agreement shall mean all persons covered by the Certificate issued by the Canada Labour Relations Board, dated May 3, 1956, which describes the unit of employees as follows:—

"comprising employees engaged in the company's seed plant classified as mill foreman, mill operator, mill helper, warehouse foreman, warehouse labourer, bag man, driver and warehouse labourer, maintenance foreman, maintenance man, and watch staff, excluding the plant foreman, office employees classified as stenographer, typist, bookkeeper, seed buyer and salesman, and employees employed in the chick hatchery from the bargaining unit,"

or as may be subsequently amended by the said Board.

### Section 2—Recognition

The Company recognizes the Union as the exclusive bargaining agent for all employees in the certified bargaining unit.

The Company agrees to negotiate with a committee selected by the Union in the event that any difficulty may arise between the Company and the Union.

No employee shall be discharged or discriminated against in any way by the Company for membership in the Union or for any lawful Union activities, provided, however, that no Union activities shall be carried on during working hours without the consent of the Company.

### Section 3—Management's Rights and Functions

All rights and functions in connection with the business of the Company shall belong to the Company and, without limiting the generality of the foregoing, the management of the Company and the direction of the working force, including the right to plan, direct and control plant operations, to maintain the discipline and efficiency of the employees, to require employees to observe Company rules and regulations, to hire or lay off employees, to assign employees' working hours, to suspend, transfer, promote, demote or discharge employees for cause, are to be the sole right and function of the Company, provided that this Clause shall not be used to avoid the effect of any of the other provisions of this Agreement.

### Section 4—Definitions

(a) A "permanent" employee means an employee who has worked for the Company for at least twelve (12) consecutive months. Every other employee shall be deemed to be a "temporary" employee.

(b) Service with the Company shall be deemed continuous if the absence of an employee is due to illness, injury or any other reason considered justifiable by the Company.

### Section 5—Union Security

(a) The Company agrees that it shall be a condition of employment of any employee, who at the date of this Agreement is a member of the Union, or who may become a member after that date during the currency of this Agreement, each such employee shall maintain such membership during the term of this Agreement.

(b) The Company shall, upon receipt of written authorization in a form prescribed in this Agreement, deduct from the employees' pay on the first pay day in each calendar month during the term of this Agreement the amount of Union dues or initiation fees so authorized and will



transmit the total sum so deducted to the Financial-Secretary of the Union within one (1) week of such deduction.

When making remittances to the Financial-Secretary of the Union, the Company agrees to supply a list showing each and every employee's name from whom deductions were made and the amount so deducted from each.

The Financial-Secretary of the Union shall supply the Company with an official receipt for the amounts of money so received.

#### Section 6—*Hours of Work and Overtime*

- (a) Forty-eight (48) hours shall constitute a week's work from Monday to Saturday inclusive. The Company shall prepare a schedule of the daily hours of work covering all employees and post same in a conspicuous place in the plant and send one copy thereof to the Financial-Secretary of the Union at the address of the Union office.
- (b) Overtime at the rate of time and one-half the regular rate shall be paid for all work in excess of forty-eight (48) hours in any one week, and for all hours worked in excess of the daily hours of work set out in the said schedule; provided that overtime rates on daily hours will not apply for any work done by an employee on the blue grass drying lot or other farms of the Company. Overtime shall not be absorbed by giving employees time off.
- (c) Plant employees shall be given notice as soon as practicable before quitting time the preceding day prior to being laid off.
- (d) If an employee is required to work continuously for more than one (1) hour after the regular hours of work on any one day, he shall be paid for one-half ( $\frac{1}{2}$ ) hour in addition to all other payments to which he may be entitled. However, if an employee, after going home, is recalled to work prior to his regular time to return to work, he shall be paid for not less than one (1) hour at the overtime rate of pay.
- (e) All Sunday work, except shift work performed on Sunday, or the employee's recognized day of rest, or on any of the statutory holidays named in this Agreement, shall be paid for at the rate of double time the regular rate of pay.

- (f) There shall be two (2) ten-minute rest periods given each employee in each shift.

#### Section 7—*Statutory Holidays*

- (a) The following statutory holidays shall be observed and paid to permanent employees:—

New Year's Day  
Dominion Day  
Christmas Day  
Good Friday  
Labour Day  
Boxing Day  
Civic Holiday

(1st Monday in August).

- (b) No employee shall be paid for such holidays unless he performs a full day's work on the regular working day immediately preceding such holiday and a full day's work on the regular working day immediately following such holiday. This provision shall not apply when medical confirmation is given that an employee was absent because of sickness on either or both of these days.
- (c) Any of the above-mentioned holidays which falls on a Sunday shall be observed on the day on which said holiday is publicly observed.
- (d) Temporary employees shall not be entitled to payment for statutory holidays observed under this Agreement until such employee has worked six (6) months in any continuous twelve-month period, and thereafter he shall be paid for statutory holidays on the same basis as provided herein for permanent employees.

#### Section 8—*Vacations With Pay*

- (a) Every permanent employee shall be entitled to receive two (2) weeks vacation with pay for every period of twelve (12) months he works for the Company subsequent to the time of becoming a permanent employee or subsequent to the time of becoming entitled to receive his last annual vacation from the Company, whichever is later.
- (b) Where a permanent employee ceases to be employed by the Company he shall be entitled to receive one (1) day vacation with pay for every month during which he has worked for the Company subsequent to the time of becoming a permanent employee, or subsequent to the time of becoming entitled to receive his last annual vacation from the Company, whichever is later; provided,

however, that where a permanent employee is dismissed for cause, he shall not be entitled to receive any vacation with pay.

- (c) The Company reserves the right to determine the two (2) week period during which an employee shall take a vacation with pay to which he has become entitled.
- (d) Where a Statutory Holiday named in Paragraph (a) of Section 7 hereof occurs during the period when an employee is taking an annual vacation to which he has become entitled, the Company shall give the employee an extra day of vacation.
- (e) Temporary employees shall be entitled to vacations with pay at the rate of one (1) day for each full month worked after they have qualified in the same manner as provided herein to become entitled to Statutory Holidays.

Section 9—Shift Premium

Employees, except watchmen and janitors, whose hours of work do not commence on or about 8:00 a.m., i.e., day shift, shall be paid Five Cents (5¢) per hour premium over and above the regularly hourly rate for all hours worked. These shifts are commonly referred to as the "afternoon shift" and "night shift", that is, all shifts other than those commencing at approximately 8:00 a.m.

Section 10—Wages

- (a) No employees shall receive less than the minimum rate of pay as set out in the following schedule for the classification in which he is employed.
- (b) Present higher rates of pay than those contained in the Wage Schedule and any other special privileges and conditions granted by the Company from time to time shall not be disturbed by virtue of this Agreement.

Wage Schedule

(Based on forty-eight (48) hour work week)

Classification	Hourly Wage Rate Per Hour
Mill Foreman, Maintenance Foreman and Warehouse Foreman.....	\$1.50
Mill Operators .....	1.25
Mill Helpers .....	1.15
Warehousemen .....	1.10
Bagmen .....	1.00
Truck Driver .....	1.20
Maintenance Men .....	1.30
Maintenance Man Helper.....	1.10
Watchmen and Janitors.....	0.90

- (c) The Company may in its sole discretion pay Ten Cents (10¢) an hour less than the above rates to any employee with less than six (6) months service in any twelve (12) month period.
- (d) The Company agrees to the principle of equal pay for equal work and no discrimination shall prevail in regard to race, colour or creed.

Section 11—Grievance Procedure

- (a) The Company shall recognize the Union Committee of not more than three (3) employees and the International Representative of the Union.
- (b) The Union Committee or any member thereof shall make every effort to settle any problems that may arise between the Company and the Union pertaining to the employment or welfare of any employee covered by this Agreement.
- (c) The following procedure shall be applicable in the endeavour to adjust disputes or grievances:—
  - (i) Any employee or Union or the Company may present a grievance.
  - (ii) Any employee who believes he has been unjustly dealt with shall alone or with a member of the Union Committee attempt to effect a settlement with the Supervisor of the plant.
  - (iii) If no settlement is reached as provided above the matter shall be referred to the Union Committee who will endeavour to effect a settlement with the officers of the Company.
  - (iv) Any dispute or grievance not settled under this procedure may be referred to arbitration as outlined below.
- (d) If an employee is of the opinion that he has been improperly dismissed or suspended by the Company such employee may within three (3) working days following such dismissal or suspension notify the Union Committee who shall endeavour to obtain a settlement as provided in Section 11 (c) (iii) herein, provided that if it is agreed between the parties hereto that the employee was unjustly dismissed or suspended he shall be reinstated in his former position and compensated for all time lost as if he had not been so dismissed or suspended.
- (e) All conferences relating to grievances that are held during working hours

shall not result in any loss of pay to such employees who are involved in attending same.

#### Section 12—*Arbitration*

- (a) Should there at any time arise a question or grievance which involves interpretation or application of the terms of this Agreement, either on the part of Management or the Union, upon which no settlement can be reached, such a question may be referred to a Board of Arbitration constituted in the following manner: One representative named by the Union and one representative named by the Company. A third representative shall be appointed by mutual agreement between the representatives of the two parties to this Agreement and shall be Chairman of the Board.

In the event of failure to agree upon a Chairman, he shall be appointed by the Federal Minister of Labour or the Chief Justice for the Province of Manitoba.

- (b) The Union and the Company shall each pay the expenses and fees of its respective representatives on the Board and half the expenses of the third member.

#### Section 13—*Seniority*

- (a) "Seniority" means the length of time an employee has been employed by the Company.
- (b) In promoting, laying off or otherwise changing the status of any employee the Company agrees to give the fullest possible consideration to seniority as being an important factor to be considered; provided, however, that the Company shall have the discretion to decide on the extent to which factors other than seniority are to be taken into consideration.
- (c) Absence from work because of accident, sickness or leave of absence granted by the Company shall not break continuity of seniority and an employee shall return to the position held prior to the absence or to one of equal rating, provided in the latter case, he is physically capable of handling such job.
- (d) Lay-offs by the Company for less than twelve (12) months shall not break continuity of seniority rights nor shall absence because of compulsory military service.

- (e) An employee who has been notified at his last known address to return to work and has refused employment or has failed to report for work within six (6) days without reasonable excuse shall be considered to have quit employment voluntarily and existing seniority rights shall thereupon be terminated. When such notice is given to an employee a copy thereof shall be concurrently sent to the Union Committee.

#### Section 14—*Leave of Absence*

When an employee's affairs make it desirable for him to be relieved of his duties temporarily, leave of absence without pay may be granted by the Company in its discretion, provided reasonable notice is given for the rearrangement of staff. No employee shall request leave of absence for the purpose of taking another position temporarily, trying out new work, or venturing into business for himself.

#### Section 15—*Safety and Health*

The Company shall provide reasonable sanitary and comfortable washroom and lunchroom facilities. The Company shall provide lockers for permanent employees. The Company shall make reasonable provision for first aid kits and drinking water.

It is understood that the Company is paying one-half ( $\frac{1}{2}$ ) the cost of a Welfare Plan and that any employee may participate in the said Plan on that basis.

#### Section 16—*Bulletin Board*

The Company shall supply a bulletin board in the employees' lunchroom for the convenience of the Union and the Company. Such board shall be used for the posting of notices of Union activities. Any other material must have the approval of the Company before it is posted.

#### Section 17—*General*

The Union agrees that each employee ought to faithfully and diligently perform his duties for the Company and ought at all times assume and carry out his responsibilities according to the orders, methods and practices of the Company that are not inconsistent or contrary to the terms of this Agreement.

The parties hereto agree that there shall be no lockouts imposed, work stoppages, or strikes called for any reason during the life of this Agreement as per the Industrial Relations and Disputes Investigation Act. Upon any infraction or violation by



either party of this provision regarding strikes, work stoppages and lockouts, this Agreement shall terminate and be at an end and cease to have any binding effect, at the option of the party offended.

Any employee who engages in any illegal strike, work stoppage or in illegal picketing, shall be subject to disciplinary action by the Company which may include discharge or loss of existing seniority rights.

The Union agrees that in the event of a strike occurring all watchmen, firemen and maintenance men necessary for plant protection, will be allowed to work.

Section 18—*Expiration, Amendment and Renewal*

This Agreement shall be effective as at the 1st day of November, A.D. 1956, and shall continue in full force and effect until the 30th day of October, A.D. 1957, and shall continue in effect from year to year thereafter unless written notice of termination or desire to amend is given to either party within sixty (60) days, but not less

than thirty (30) days prior to the expiration date of this Agreement. If notice to amend the Agreement is given as provided herein, negotiations on such amendments shall begin within twenty (20) days after receipt of such notice.

In witness whereof the parties hereto have caused this Agreement to be duly executed this ..... day of ..... A.D. 1956.

Brett-Young Seeds Limited

.....  
.....

Grain, Flour & Seed Workers,  
Local Union 338.

.....  
.....

For the International Union of United  
Brewery, Flour, Cereal, Soft Drink and  
Distillery Workers of America.

.....

---

# Canadian Railway Board of Adjustment

## Releases Decisions in Two Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in two cases heard September 11, 1956.

One case concerned the appeal of a fireman against his dismissal for leaving his engine while on duty; the second, a claim by a fireman for mileage for time lost while he was held out of service for a settlement for refusing a call as engineer.

The action taken by the railway was sustained in the first case, while the contention of the employees was sustained and the claim for time lost upheld in the second.

The two disputes and decisions are summarized here:—

**Case No. 670—***Dispute between Canadian National Railways (Western Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning a fireman's claim for reinstatement after he had been dismissed for deserting his engine while on duty.*

On July 18, 1953, a fireman left Rainy River, Ont., in service as a helper on a diesel locomotive pulling a freight train. While the train was in a siding at Manders

the fireman left the engine and returned to Rainy River. The engineer proceeded to Fort Frances without a helper, at which point another helper was supplied for the rest of the trip to Atikokan.

The fireman based his claim for reinstatement on the alleged lack of proper investigation as required by Article 25 of the union agreement. This article requires that no fireman, helper or hostler shall be disciplined, suspended or dismissed upon any charge without having a fair and impartial investigation, and that the investigation must be held and the decision given within 10 days from the time the report is rendered.

The fireman contended that he had not been given the chance to be present at the examination of all the witnesses, and that the decision, instead of being rendered within the required 10 days, had been given 30 days after the incident; and that 25 days had passed after the investigation before he had received notice of dismissal. He claimed that the dismissal was improper and that he should be reinstated without loss of seniority.

The company in its contention stated that the fireman had left the locomotive because the engineer had upbraided him for alleged inattention to his duties. This, the company said, was no justification for his leaving the train, and he had been dismissed for deserting his post. Owing to the seriousness of the offence the company maintained that there was no justification for reinstating the fireman.

The Board sustained the action taken by the Railway.

**Case No. 671**—*Dispute between Canadian Pacific Railway (Pacific Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning a fireman's claim for pay for time lost while he was held out of service for statement for refusing a call as engineer.*

A regularly assigned passenger fireman not promoted to the engineers' working list at Revelstoke was on September 14, 1955, called to run a train as an engineer. When he refused the call he was held out of service for statement, which was taken on September 16. He claimed pay for 258 miles for the time lost.

The employees' contention quoted Article 26(d) of the agreement, as follows:—

Firemen assigned to regular run of 100 miles or over, or to regular short run when

he has completed his day, or to yard service, will not be considered on duty from time relieved at engine house until again required for regular run or shift.

They maintained that the fireman, being a regularly assigned passenger fireman, was protected under the foregoing rule, especially so because there were promoted engineers available at the time he was called.

The company stated that as the fireman was the senior available passed fireman in the Revelstoke terminal, he had been called as engineman due to the enginemen's spare board being depleted, and that it had been incumbent on him to take work as required. His refusal was insubordinate, the company said, and any grievance should have been taken through the proper channels without a refusal of duty and resultant delay to traffic.

It appeared at the hearing that there was no clear understanding between the company and the union as to the employee who should be called when a temporary spare engineer was required. The Board recommended that the parties should meet to arrive at such an understanding.

The contention of the employees was sustained and the claim for time lost was directed to be paid.

## 50 Years Ago

*(Continued from page 1539)*

on condition that it was also accepted by the company. He was informed, however, that the managing director, who was still in Ottawa and could be reached only by wire, had refused to accept the compromise clause.

But Mr. King had hopes that the managing director could yet be persuaded to agree to this clause. After much anxious consideration he decided to take what he felt would be considered by others the questionable step of going to Indianapolis with the two union delegates. He believed that in this way he would be able to save valuable time by being on the spot to assure the union men positively of the company's final attitude as soon as word arrived, and also by being able if necessary to discuss the matter with Mr. Mitchell himself.

Before leaving Lethbridge Mr. King had received a promise from the men that they would have arrangements made to end the strike in short order after they received a

wire informing them that matters had been satisfactorily arranged at Indianapolis.

On arrival at Indianapolis Mr. King received a telegram from the general manager in Lethbridge saying that the managing director, to whom Mr. King had himself wired representations en route to Indianapolis, had agreed to accept Mr. King's clause. He showed this telegram to the union men with whom he had travelled to Indianapolis, and assured them in the name of the Government that the company had accepted the clause he had drafted, and had agreed to the conditions accepted at the joint conference between the parties in Lethbridge. The men accepted this assurance, and without the necessity of an interview with the international president, sent a telegram to the union representatives in Lethbridge authorizing them to call off the strike.

This wire was sent on Saturday, and by Monday morning the men had presented themselves for work.

# Collective Agreements

## Number of Workers Affected by Collective Agreements in Canada, 1955

Increase of 3 per cent recorded over 1954 figure, 1,561,792 compared with 1,515,010; the 1955 number represents 39.1 per cent of the total non-agricultural paid workers compared with 39.8 per cent year earlier

The number of workers affected by collective agreements in 1955 was 1,561,792, an increase of 3 per cent over the 1954 figure. This represents 39.1 per cent of the total non-agricultural paid workers in Canada, compared with 39.8 per cent the previous year.

The Department of Labour has been compiling statistics on coverage of agreements for ten years.\* The total number of workers under agreement and the percentage of non-agricultural paid workers in the labour force who were working under the terms of collective agreements are shown in Table 1.

The proportion of paid workers covered by agreements in the main industry groups is shown in Table 2.

The industrial classification of workers covered by agreements is shown in Table 3. Following the generally higher level of employment in 1955 over the previous year, the number of workers under agreement increased in most of the major industry groups. Contrary to this trend, however, fewer workers were under agreement in 1955 in logging and mining. This has resulted from changes in employment in

highly organized sections of the north-western Ontario logging industry and the coal mining industry.

In manufacturing, changes in the number of workers covered by agreements correspond to some extent with changes in the level of employment. For example, cotton goods, pulp and paper, primary iron and steel and motor vehicles showed substantial increases, while shipbuilding declined from the 1954 level. The increase in the service industry was again due in part to first agreements in a number of hospitals and increases in employment in hospitals previously under agreement.

**TABLE 1.—NUMBERS OF WORKERS UNDER AGREEMENT, 1946 TO 1955**

Year	Number of workers under agreement	Percentage of total non-agricultural paid workers*
1946.....	995,736	33.1
1947.....	1,120,310	35.4
1948.....	1,214,542	37.4
1949.....	1,225,569	36.9
1950.....	1,282,005	37.9
1951.....	1,415,250	38.9
1952.....	1,504,624	40.0
1953.....	1,538,323	39.9
1954.....	1,515,010	39.8
1955.....	1,561,792	39.1

\* Annual averages based on the Dominion Bureau of Statistics' survey bulletins *The Labour Force*.

**TABLE 2.—PERCENTAGE OF PAID WORKERS UNDER AGREEMENT, BY INDUSTRY**

	Percentage of paid workers *
Forestry.....	61.6
Mining.....	58.1
Manufacturing.....	54.7
Construction.....	66.6
Transportation, Storage and Communications.....	83.2
Public Utilities.....	49.6
Trade.....	8.6
Finance, Insurance and Real Estate.....	0.9
Service.....	13.5

\* Annual averages based on the Dominion Bureau of Statistics survey bulletins *The Labour Force*.

\*The Department maintains a file of collective agreements obtained, together with information on the number of workers affected, from employers, employers' associations and from unions. In the great majority of cases the number of workers is that reported by employers in the annual survey of wage rates and hours of labour. In seasonal industries, such as logging, fishing and construction, the figures shown are for the most part indicative of the peak employment level in the year.

The number of workers covered by agreements extended under the terms of the Collective Agreement Act of the province of Quebec are derived from information issued by the provincial government. Under this Act, certain of the provisions of agreements made between employers and a union or unions under certain conditions may be extended by provincial order in council to apply to all employers and workers in the industry in the zone affected or in the whole province. More than a quarter of the workers covered by Orders in Council under this Act were also covered by separate agreements with their employers. The latter workers are counted only once in the total figures used in the industry.



**TABLE III.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS  
IN CANADA, 1946, 1954 and 1955**

Industry group	1946	1954	1955		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>TOTALS</b> .....	<b>995,736</b>	<b>1,515,010</b>	<b>1,405,321</b>	<b>215,885</b>	<b>1,561,792</b>
<b>Agirculture</b> .....		<b>65</b>	<b>65</b>		<b>65</b>
<b>Forestry</b> .....	<b>30,800</b>	<b>60,431</b>	<b>55,822</b>		<b>55,822</b>
Logging.....	30,800	60,431	55,822		55,822
Forestry Service.....					
<b>Fishing and Trapping</b> .....	<b>7,671</b>	<b>7,900</b>	<b>8,635</b>		<b>8,635</b>
Fishing.....	7,671	7,900	8,635		8,635
Hunting and Trapping.....					
<b>Mining (including milling), Quarrying, Oil Wells</b> .....	<b>48,975</b>	<b>64,944</b>	<b>61,754</b>	<b>60</b>	<b>61,814</b>
<i>Metal Mining</i> .....	<i>19,358</i>	<i>36,788</i>	<i>37,121</i>		<i>37,121</i>
<i>Fuels</i> .....	<i>24,116</i>	<i>19,201</i>	<i>15,281</i>		<i>15,281</i>
Coal mining.....	23,254	18,567	14,634		14,634
Oil and natural gas.....	862	634	647		647
<i>Non-metal Mining</i> .....	<i>4,383</i>	<i>7,127</i>	<i>7,631</i>	<i>60</i>	<i>7,691</i>
Asbestos mining.....	3,984	5,278	5,943		5,943
Other non-metal mining.....	399	1,849	1,688	60	1,748
<i>Quarrying, Clay and Sandpits</i> .....	<i>1,118</i>	<i>1,828</i>	<i>1,721</i>	(b)	<i>1,721</i>
<b>Manufacturing</b> .....	<b>492,536</b>	<b>678,924</b>	<b>664,178</b>	<b>88,993</b>	<b>709,190</b>
<i>Foods and Beverages</i> .....	<i>56,326</i>	<i>66,797</i>	<i>67,791</i>	<i>169</i>	<i>67,960</i>
Meat products.....	17,015	17,198	16,480		16,480
Dairy products.....	798	2,267	2,406		2,406
Canned and cured fish.....	4,762	7,399	7,271		7,271
Canned and preserved fruits and vegetables.....	6,790	4,531	6,049		6,049
Flour mills.....	2,231	3,225	2,873		2,873
Other grain mill products.....	1,659	2,225	2,030		2,030
Biscuits and crackers.....	821	3,917	3,768		3,768
Bread and other bakery products.....	8,977	6,811	6,838	169	7,007
Carbonated beverages.....	46	641	481		481
Distilled liquors.....	9,082	3,804	3,911		3,911
Malt liquors.....		6,827	6,779		6,779
Wines.....		158	168		168
Confectionery.....	412	2,873	3,741		3,741
Sugar.....	2,286	2,731	2,619		2,619
Miscellaneous foods.....	1,447	2,190	2,377		2,377
<i>Tobacco and Tobacco Products</i> .....	<i>6,174</i>	<i>5,886</i>	<i>5,956</i>		<i>5,956</i>
<i>Rubber Products</i> .....	<i>16,638</i>	<i>13,796</i>	<i>13,818</i>		<i>13,818</i>
Rubber footwear.....		4,042	4,379		4,379
Tires, tubes, and other rubber products.....		9,754	9,439		9,439
<i>Leather Products</i> .....	<i>21,357</i>	<i>21,227</i>	<i>11,855</i>	<i>14,006</i>	<i>19,899</i>
Boots and shoes.....	14,175	15,373	6,996	11,657	14,334
Boot and shoe repair.....		22	22		22
Leather gloves and mittens.....	2,307	1,284	845	831	947
Leather tanneries.....	3,691	2,692	2,659	350	2,795
Miscellaneous leather products...	1,184	1,856	1,333	1,168	1,801

**TABLE III.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS  
IN CANADA, 1946, 1954 and 1955—(Continued)**

Industry group	1946	1954	1955		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>Manufacturing (Cont'd)</b>					
<i>Textile Products (except clothing)....</i>	<i>31,394</i>	<i>36,141</i>	<i>37,020</i>	<i>1,172</i>	<i>37,771</i>
Cotton thread, yarn and broad woven goods.....	17,400	14,764	16,404		16,404
Miscellaneous cotton goods.....	110	421	400		400
Woollen and worsted woven goods.....	6,709	4,003	4,149		4,149
Woollen and worsted yarn.....		1,616	1,540		1,540
Miscellaneous woollen goods.....		412	352		352
Silk and artificial silk.....	3,344	6,827	7,331		7,331
Other primary textiles.....	(186)	(2,459)	(2,484)		(2,484)
Dyeing and finishing textiles...	186	1,787	1,928		1,928
Laces, tapes and bindings.....		672	556		556
Miscellaneous textile products.....	(3,645)	(5,639)	(4,360)	(1,172)	(5,111)
Canvas products.....	456	100	125		125
Carpets, mats and rugs.....	535	633	550		550
Cordage, rope and twine.....	982	898	823		823
Other textile products.....	1,672	4,008	2,862	1,172	3,613
<i>Clothing (textile and fur).....</i>	<i>50,140</i>	<i>69,712</i>	<i>51,464</i>	<i>39,454</i>	<i>65,016</i>
Men's, Women's and Children's Clothing.....	35,232	(51,166)	(34,888)	(34,406)	(47,572)
Custom tailoring and dress- making.....		89	80		80
Men's clothing.....	5,514	28,670	19,682	18,381	26,310
Women's clothing.....		22,407	15,126	16,025	21,182
Knit goods.....	5,514	(9,023)	(7,993)		(7,993)
Hosiery.....		8,964	7,985		7,985
Other knit goods.....		59	8		8
Miscellaneous Clothing.....	(9,394)	(9,523)	(8,583)	(5,048)	(9,451)
Corsets, girdles and foundation garments.....	200	1,309	1,179		1,179
Fur goods.....	4,312	5,148	4,488	3,383	5,070
Hats and caps.....	4,882	2,875	2,691	1,665	2,977
Miscellaneous clothing.....		191	225		225
<i>Wood Products.....</i>	<i>32,256</i>	<i>51,846</i>	<i>46,985</i>	<i>6,125</i>	<i>51,100</i>
Saw and planing mills.....	21,770	(35,724)	(36,077)	(509)	(36,077)
Plywood and veneer mills.....		6,403	7,147		7,147
Sash and door and planing mills		4,509	5,570	509	5,570
Sawmills.....		24,812	23,360		23,360
Furniture.....	7,569	11,044	6,734	5,616	10,849
Miscellaneous wood products.....	(2,917)	(5,078)	(4,174)		(4,174)
Boxes and baskets (wood).....	830	2,534	1,898		1,898
Morticians' goods.....		123	214		214
Miscellaneous wood products...	2,087	2,421	2,062		2,062
<i>Paper Products.....</i>	<i>46,886</i>	<i>65,303</i>	<i>67,524</i>	<i>3,107</i>	<i>68,326</i>
Paper boxes and bags.....	4,274	8,906	8,804	3,107	9,606
Pulp and paper.....	39,276	51,556	53,939		53,939
Roofing papers.....	1,253	1,683	1,621		1,621
Miscellaneous paper products.....	2,083	3,158	3,160		3,160
<i>Printing, Publishing and Allied In- dustries.....</i>	<i>18,104</i>	<i>23,921</i>	<i>21,699</i>	<i>6,517</i>	<i>24,726</i>
<i>Iron and Steel Products.....</i>	<i>73,618</i>	<i>100,539</i>	<i>103,977</i>	<i>3,194</i>	<i>106,491</i>
Agricultural implements.....	10,694	9,186	7,987		7,987
Boilers and plate work.....	2,560	4,725	2,665	528	3,141
Fabricated and structural steel...	3,026	5,790	6,079		6,079
Hardware and tools.....	1,360	3,438	3,794		3,794
Heating and cooking apparatus...	3,975	6,191	5,891		5,891
Household, office and store machinery.....	3,222	3,770	4,160		4,160

**TABLE III.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS  
IN CANADA, 1946, 1954 and 1955—(Continued)**

Industry group	1946	1954	1955		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>Manufacturing (Cont'd)</b>					
<i>Iron and Steel (Conc.)</i>					
Iron castings.....	7,379	7,885	9,246		9,246
Machine shop products.....	244	1,318	1,044		1,044
Machine tools.....	1,679	2,243	2,027		2,027
Machinery, n.e.c.....	7,511	12,193	14,330		14,330
Primary iron and steel.....	17,761	20,653	24,962		24,962
Sheet metal products.....	9,357	11,562	10,021	2,107	11,500
Wire and Wire products.....	1,737	3,833	4,057		4,057
Miscellaneous iron and steel pro- ducts.....	3,113	7,752	7,714	559	8,273
<i>Transportation Equipment</i> .....	61,684	93,346	97,771	(c) 11,891	107,472
Aircraft and parts.....	7,112	23,934	25,998		25,998
Auto repair and garages.....	(c) 9,574	(c) 14,746	5,253	(c) 11,891	14,954
Bicycles and parts.....		266	350		350
Boat building and repairing.....	911	38	57		57
Motor vehicles.....	17,700	20,648	31,764		31,764
Motor vehicle parts and acces- sories.....	9,090	12,009	14,968		14,968
Railroad and rolling stock equip- ment.....	5,280	5,992	6,124		6,124
Shipbuilding and repairing.....	12,017	15,278	12,719		12,719
Miscellaneous transportation equipment.....		435	538		538
<i>Non-ferrous Metal Products</i> .....	21,537	34,669	37,247	489	37,736
Aluminum products.....	3,590	5,244	5,077		5,077
Brass and copper products.....	3,686	4,425	4,678		4,678
Jewellery and silverware.....	1,201	1,150	993		993
Non-ferrous metal smelting and refining.....	12,383	21,353	24,574		24,574
Watch and jewellery repair.....		450		489	489
White metal alloys.....	626	1,476	1,375		1,375
Miscellaneous non-ferrous metal products.....	51	571	550		550
<i>Electrical Apparatus and Supplies</i> ...	26,238	43,750	46,952		46,952
Batteries.....	786	753	891		891
Heavy electrical machinery and equipment.....	13,605	15,574	12,037		12,037
Radios and radio parts.....	2,681	8,350	10,669		10,669
Refrigerators, vacuum cleaners and appliances.....	760	4,237	5,141		5,141
Miscellaneous electrical products.....	8,406	14,836	18,214		18,214
<i>Non-Metallic Mineral Products</i> .....	11,339	17,651	18,847	1,936	20,567
Abrasive products.....	1,517	1,700	2,179		2,179
Asbestos products.....	708	1,555	1,658		1,658
Cement, hydraulic.....	811	1,885	1,873		1,873
Clay products.....	1,924	2,237	2,554		2,554
Glass and glass products.....	3,353	5,491	6,271	114	6,385
Lime and gypsum products.....	1,373	1,498	1,567		1,567
Stone products.....	615	1,060	216	(b) 1,822	1,822
Concrete products.....		520	643		643
Miscellaneous non-metallic mine- ral products.....	1,038	1,705	1,886		1,886
<i>Products of Petroleum and Coal</i> .....	4,963	8,887	9,312		9,312
Coke and gas products.....	213	1,134	1,477		1,477
Petroleum refining and products..	4,750	7,671	7,732		7,732
Miscellaneous products of petro- leum and coal.....		82	103		103



**TABLE III.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS  
IN CANADA, 1946, 1954 and 1955—(Continued)**

Industry group	1946	1954	1955		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>Manufacturing (Concl'd)</b>					
<i>Chemical Products</i> .....	10,659	19,466	19,828	933	19,956
Acids, alkalis and salts.....	4,245	4,309	4,398		4,398
Explosives, ammunition and pyrotechnics.....	1,028	2,036	2,131		2,131
Fertilizers.....	427	1,899	1,724		1,724
Medicinal and pharmaceutical preparations.....	1,148	1,258	1,224		1,224
Paints and varnishes.....	2,281	2,371	2,192	933	2,320
Soaps, washing and cleaning com- pounds.....	823	1,547	1,464		1,464
Toilet preparations.....		99	65		65
Vegetable oil mills.....		267	278		278
Primary plastics.....		1,871	2,264		2,264
Miscellaneous chemical and allied products.....	707	3,809	4,088		4,088
<i>Miscellaneous Manufacturing In- dustries</i> .....	3,223	5,987	6,132		6,132
Brooms, brushes and mops.....	481	244	206		206
Fabricated plastic products.....	298	477	503		503
Musical instruments.....	137	439	575		575
Pens, pencils and typewriter sup- plies.....	512	311	348		348
Professional and scientific instru- ments and equipment.....	774	1,778	1,704		1,704
Sporting goods and toys.....		584	498		498
Miscellaneous industries, n.e.c.....	1,021	2,154	2,298		2,298
<b>Construction</b> ..... (d)	<b>97,215</b>	<b>(d) 196,954</b>	<b>105,122</b>	<b>(d) 98,554</b>	<b>(d) 202,791</b>
<b>Transportation</b> .....	<b>210,148</b>	<b>245,295</b>	<b>250,531</b>	<b>8,245</b>	<b>252,021</b>
Air transport and Airports.....	2,590	7,173	7,767		7,767
Bus and Coach Transportation— interurban.....	2,418	3,453	3,199		3,199
Steam Railways (including express and telegraph service).....	143,330	167,405	173,372		173,372
Urban and Suburban Transpor- tation Systems.....	20,149	20,814	19,263		19,263
Taxicab.....	992	1,576	1,549		1,549
Truck Transportation.....	2,563	13,480	12,531	4,295	14,021
Water Transportation.....	21,887	12,337	12,488		12,488
Services incidental to Water Trans- portation.....	16,154	18,342	19,563	3,950	19,563
Services incidental to Transpor- tation.....		247	325		325
Other Transportation.....	65	468	474		474
<b>Storage</b> .....	<b>1,837</b>	<b>5,911</b>	<b>6,133</b>		<b>6,133</b>
Grain Elevators.....	1,718	4,782	5,051		5,051
Storage and Warehouse.....	119	1,129	1,082		1,082
<b>Communication</b> .....	<b>20,561</b>	<b>46,589</b>	<b>49,501</b>		<b>49,501</b>
Radio Broadcasting.....	70	3,184	3,730		3,730
Telephone.....	20,348	42,966	45,310		45,310
Other Communication Services.....	146	439	461		461
<b>Public Utility Operation</b> .....	<b>15,814</b>	<b>29,473</b>	<b>30,276</b>		<b>30,276</b>
Electric Light and Power.....	13,837	27,379	27,957		27,957
Gas Manufacturing and Distri- bution.....	1,917	2,033	2,260		2,260
Water and Sanitary Services.....	(e)	(e)5	(e)6		(e)6
Other Public Utilities.....	60	56	53		53

**TABLE III.—NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS  
IN CANADA, 1946, 1954 and 1955—Concluded**

Industry group	1946	1954	1955		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
<b>Trade</b> .....	<b>21,684</b>	<b>59,914</b>	<b>53,740</b>	<b>8,493</b>	<b>56,497</b>
Wholesale.....	4,637	19,864	19,225	2,828	19,225
Retail.....	(c)17,047	(c)40,050	34,515	(c)5,665	(c)37,272
<b>Finance, Insurance and Real Estate</b> .....	<b>106</b>	<b>1,566</b>	<b>1,444</b>		<b>1,444</b>
Finance.....	(f)	(f)	(f)		(f)
Insurance.....		508	508		508
Real Estate.....	106	1,058	936		936
<b>Service</b> .....	<b>48,386</b>	<b>117,044</b>	<b>118,120</b>	<b>11,540</b>	<b>127,603</b>
<i>Community or Public</i> .....	<i>6,115</i>	<i>38,352</i>	<i>39,859</i>	<i>6,986</i>	<i>44,788</i>
Education.....	196	11,115	13,328		13,328
Health.....	5,919	26,867	26,233	6,986	31,162
Religion.....					
Welfare institutions.....		25	20		20
Community or public service, n.e.c.....		345	278		278
<i>Government Service</i> .....	<i>26,067</i>	<i>49,974</i>	<i>53,208</i>		<i>53,208</i>
Dominion government.....		7	8		8
Municipal and other local government.....	22,367	46,507	48,990		48,990
Provincial government.....	3,700	3,460	4,210		4,210
Other government service, n.e.c.....					
<i>Recreation Service</i> .....	<i>280</i>	<i>1,333</i>	<i>1,118</i>		<i>1,118</i>
Theatres and theatrical services..	280	1,153	1,093		1,093
Other recreational services.....		180	25		25
<i>Business Service</i> .....	<i>60</i>	<i>2,233</i>	<i>2,468</i>		<i>2,468</i>
<i>Personal Service</i> .....	<i>15,864</i>	<i>25,152</i>	<i>21,467</i>	<i>4,554</i>	<i>26,021</i>
Barbering and hairdressing.....	4,866	5,410	777	4,054	4,831
Dyeing, cleaning, pressing.....	106	713	547		547
Photography.....		6	5		5
Hotels and lodging houses.....	9,739	14,169	13,978	214	14,192
Laundries.....	794	2,593	2,920		2,920
Restaurants, cafes, taverns.....	126	1,825	2,818		2,818
Undertaking.....	233	158	12	286	298
Other personal service.....		278	410		410

- (a) These totals are not the sum of the numbers in the two previous columns. Duplications are eliminated.
- (b) The agreement for the building materials industry, in the province of Quebec, is included under "Manufacturing" but also covers granite and marble quarrying. Information not available as to the number in each industry.
- (c) Agreements affecting workers in garages and service stations, in the province of Quebec, included under "Manufacturing" also affect "Trade" in so far as service stations are concerned. Information not available as to the number in each industry.
- (d) Agreements for construction workers extended under the Collective Agreement Act, Quebec, include maintenance work and certain shop work which is not included in the construction industry in the Dominion Bureau of Statistics classification.
- (e) Water supply covered under "Service-Municipal".
- (f) One agreement for several towns in Quebec included under "Trade" also includes employees of financial institutions.

Collective agreements, except those requiring all employees to be union members, usually cover a certain proportion of non-union members as well as union members in the bargaining unit. The number of workers under agreement, therefore, exceeds the total union membership figure in Canada, which at January 1, 1956, was 1,351,652.

On the other hand, the collective agreement coverage figure includes 107,441 employees who are members of some independent local unions, employees' associations and plant councils which are not included in the Department's survey of labour organization in Canada; such workers account for 6.9 per cent of the total number under agreement. An additional factor to be considered in the comparison of agreement coverage and union membership figures is the fact that some union members may be employed in establishments where no agreement presently exists.

There were 7,142 agreements in effect in 1955 and on file in the Department. This

number, however, does not correspond to the number of employers nor of establishments. There are some cases of several agreements with different craft unions in one establishment. More frequently, one agreement between a union and an association or group of employers covers a number of employers.

Although the recent trend is towards negotiating agreements of two or more years' duration rather than for one year only, a considerable proportion of the 7,142 agreements would be re-negotiated or renewed in any one year. Almost all are settled by the parties themselves, or with the help of government conciliation services, without any cessation of work due to disputes. Only 67 strikes occurred in 1955 over the re-negotiation of agreements, involving about 44,500 workers.

Disputes arising during the life of agreements are nearly always settled through the grievance procedure provided by them. Only 51 strikes involving about 11,900 workers, occurred in 1955 during the term of agreements.

---

## Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, Orders in Council during August, September and October made binding a number of changes in wage rates, hours, overtime, vacations with pay and paid holidays.

In the women's and children's headware industry covering the province, minimum rates for trimmers and drapers in Zones I and II were increased by 5 cents per hour and all other classifications by 7 cents. Other provisions remained unchanged.

In the retail fur industry in Montreal, minimum rates for most classes were increased by from 3 to 8 cents per hour, making the new rate for cutters (class A) \$1.95 per hour and for male operators (class A) \$1.63 per hour.

In longshore work (ocean navigation) at Montreal, minimum hourly rates for longshoremen, shipliners, and checkers and coopers were increased by from 5 to 7½ cents per hour. The general longshore rate for day work is now \$1.88 per hour. A contribution of 17 cents per man-hour worked (previously 15 cents) will now be made by all employers concerned to the Shipping Federation of Canada-International Longshoremen's Association Trust Funds to provide pension, welfare and

vacation benefits to eligible employees. Other provisions include premium pay for hazardous work.

In longshore work (ocean navigation), at Quebec, minimum hourly rates for longshoremen and checkers were increased by 5 cents per hour, making the new rates for day work \$1.78 and \$1.65 respectively. A provision relating to the Trust Funds is similar to that noted above in the Montreal agreement. Premium pay for hazardous work is included.

For the plumbing, roofing and insulation trades at Trois Rivières, the minimum wage scale is extended to include workers engaged in gravel, tarred paper and asphalt roofing. The minimum hourly rates for journeymen and labourers are \$1.55 and \$1.25 per hour, respectively. These rates will be increased by 10 cents per hour effective May 1, 1957. Provisions governing minimum rates for senior and junior journeymen plumbers, steamfitters, etc. are unchanged from those previously published in the LABOUR GAZETTE of June 1956.

In the metal trades industry at Quebec, minimum hourly rates were increased by from 2 to 5 cents per hour. The number of paid statutory holidays was increased from three to four per year.



In the boot and shoe manufacturing industry throughout the province, minimum hourly rates in the pattern making, cutting, sole leather, lasting, making, finishing and sewing departments were increased by from 4 to 10 cents per hour for hourly-dated workers. Minimum rates for workers engaged on piece-work were increased by from 2½ to 14 cents per hour.

In the uncorrugated paper box industry Montreal region, minimum hourly rates were increased by 3 cents per hour.

In the printing trades industry at Montreal, a new section applying to establishments engaged in the production of printed matter by planographic process is added to the present agreement. Minimum hourly wage rates for day work in Zone I range from \$1.50 per hour (after the first year) for operators on multicopying machines, to \$1.85 per hour for camera operators; minimum rates for night work range from \$1.65 to \$2.03 per hour. Lower minimum rates were provided for in Zones II and III.

---

## Industrial Standards Acts, Nova Scotia, New Brunswick, Ontario and Alberta

During the months of August, September and October, seven new schedules were made binding and one was amended under the Industrial Standards Acts in various provinces.

In Nova Scotia, a new schedule for the electrical trade at Sydney increased the wage rate by 10 cents per hour to April 30, 1957, and by a further 10 cents per hour effective May 1, 1957. The new rate for journeymen is \$1.65 to April 30, 1957. Weekly hours were unchanged at 40.

In New Brunswick, a new schedule for the plumbing and pipefitting industry at Moncton provided for a wage increase of 10 cents per hour bringing the new minimum rate to \$1.60 per hour. Another new schedule for painters at Saint John replaced the 1952 schedule. Minimum wage rates were increased from \$1.24 to \$1.47 per hour for work during regular periods and from \$1.32 to \$1.57 during special periods. Double time is now paid for work on Saturdays as well as on Sundays and holidays. Weekly hours were unchanged at 40.

In Ontario, four new schedules, affecting plumbers at Belleville, carpenters at Cornwall, plasterers at Ottawa and bricklayers at Windsor made obligatory certain changes.

At Belleville, the minimum wage rate for plumbers was increased by 50 cents per hour over the 1951 schedule; the new

rate is \$2 per hour. A further increase of 5 cents per hour will become effective April 1, 1957. The new schedule also provides for a regular work week of 40 hours (previously 44 hours between September 1 and November 30, inclusive).

At Cornwall, the wage rate for carpenters was increased by 30 cents per hour over the 1954 schedule, the new rate being \$2.10 per hour for a 40-hour week. An additional holiday, Remembrance Day, is added to the schedule.

At Ottawa, a 20-cents increase was awarded to plasterers in separate progressive 5 cents per hour increases effective September 25, 1956, March 1 and September 1, 1957, and March 1, 1958, making the new rates on those dates \$2, \$2.05, \$2.10 and \$2.15, respectively. Weekly hours were unchanged at 40.

At Windsor, the new schedule for bricklayers increased the rate to \$2.45 per hour for a regular work week of 40 hours. Overtime is payable at double time.

In Alberta, an amendment to the existing schedule for painters and decorators at Edmonton extended the zone to include the towns of Beverly and Jasper Place and increased the minimum rates by 10 cents per hour. The new rates for brush and spray painters are \$1.55 and \$1.65 per hour, respectively. Corresponding rates for hazardous work were also amended. Weekly hours were unchanged at 40.

## Labour Legislation Enacted by Parliament at 1956 Session

Amendments to Unemployment Insurance Act and an equal pay act main labour enactments of the session. Federal contributions to costs incurred by provinces for unemployment assistance were provided for

Parliament, in session from January 10 to August 14, amended the Unemployment Insurance Act, passed an equal pay law, and provided for federal contributions to costs incurred by the provinces for unemployment assistance when the number of unemployed rises above a fixed percentage of the population in each province.

The question of the status under the Income Tax Act of contributions, trusts and payments under SUB plans was also settled, and funds were voted for the year 1956-57 from which "family assistance" payments may be made to immigrants in their first year in Canada.

### Unemployment Insurance

The Unemployment Insurance Act was amended to make it possible to provide in regulations for a plan for unemployment insurance coverage for fishermen, and to make the qualifying conditions less stringent for insured persons making a second claim for benefits within a two-year period. The explanation given to the House by the Minister of Labour was quoted in the September issue at p. 1120.

Briefly, in respect to fishermen, the Unemployment Insurance Commission, with the approval of the Governor in Council, was authorized to develop an unemployment insurance plan to cover persons engaged in fishing whether or not they are employees. For the purposes of the scheme a person with whom the fisherman enters into contractual or other commercial relationships in respect of his occupation as a fisherman may be included as the employer of the fisherman.

The change in qualifying conditions reduces from 30 to 24 the weekly contributions a claimant must have in the year preceding his claim if it is his second claim within two years. He must still have had 30 contributions in the two-year period preceding his claim. Changes were also

made in the duration of benefit; the duration of seasonal benefits was adjusted accordingly. The amendment enables claimants who work at least 24 weeks per year (after the first year) to qualify for 12 weeks of regular benefit each year, and, if unemployed in the period January 1 to April 15, 12 weeks of seasonal benefit.

The changes were effective September 30.

### Equal Pay

The Female Employees Equal Pay Act, proclaimed in effect last October 2, applies to employment in works, undertakings or businesses within the legislative authority of the Parliament of Canada. Specifically listed are shipping; railways and telegraphs and other works extending beyond the limits of a province; ferries between provinces or between Canada and another country; air transportation; radio broadcasting stations; banks; works or undertakings declared by Parliament to be "for the general advantage of Canada"; and works and undertakings outside the exclusive legislative authority of a province.

The Act provides that no employer shall employ a female employee for any work at a rate of pay that is less than the rate of pay at which a male employee is employed by that employer for identical or substantially identical work. It is the job, duties or services the employees are called upon to perform that are to be considered in determining whether the work is identical or substantially so. A difference in rate of pay which can be shown to be based on a factor other than sex, such as geographical location, seniority or length of service does not constitute a failure to comply with the Act.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

A woman who considers that she has a grievance under the Act may make a complaint in writing to the Minister of Labour, or several women may join in filing a complaint. The complaint will be referred to a Fair Wage Officer of the Department to inquire into the matter and endeavour to effect a settlement. If the Fair Wage Officer is unable to effect a settlement he is required to make a report to the Minister setting forth the facts and his recommendations.

If the Minister considers the complaint to have merit he may refer it to a referee. The referee, who has full powers for conducting an inquiry, must give the parties an opportunity to present evidence and make representations. He will then decide whether the complaint is supported by the evidence, and make whatever order he considers necessary. The order may require the employer to pay the employee additional pay in respect to a period of not more than six months before the complaint was made. Failure to comply with the order is an offence under the Act.

An employer is prohibited from discharging or otherwise discriminating against any person for making a complaint or giving evidence or assisting in any way in proceedings under the Act.

Instead of filing a complaint with the Minister of Labour a woman who considers that she has a grievance under the Act may initiate proceedings in court against the employer. However, once a referee has been appointed to deal with a complaint the employer cannot be convicted by a court in respect of the same matter.

Where an employer is bound by a collective agreement which contains an equal pay provision substantially to the same effect as the equal pay provision in the Act, a complaint may not be made. An aggrieved employee is expected to use the grievance procedure in effect under the agreement. Under the Industrial Relations and Disputes Investigation Act agreements are required to contain a grievance settlement provision as a final means of settlement for disputes arising out of the agreement.

The terms of the Act do not apply to collective agreements in force on October 2, 1956, the date of coming into force of the Act, for the period the agreement is in force or for one year, whichever is the shorter period.

A person who fails to comply with the Act is guilty of an offence and is liable on summary conviction, if an individual, to a fine not exceeding \$100 and if a corporation to a fine not exceeding \$500.

The Governor in Council may make regulations to carry out the purposes of the Act.

Equal pay Acts having the same general purpose are in effect in the provinces of Ontario, Saskatchewan, British Columbia, Nova Scotia and Manitoba.

## Unemployment Assistance

The Unemployment Assistance Act is a new piece of legislation authorizing the federal Government to enter into agreements with the provincial governments to provide for contributions out of the federal treasury to be made for local unemployment assistance costs, and sets out certain matters which are to be dealt with in the agreements. Under the Act, federal contributions are not to exceed 50 per cent of the unemployment assistance costs provided under the agreement in the province.

The Minister of National Health and Welfare, in his speech on the resolution for introduction of the Bill in the House of Commons, stated that the legislation will constitute "an assurance of organized assistance to persons in need in any part of Canada who cannot qualify for help under any of the existing social welfare measures such as unemployment insurance, supplementary benefits, old age assistance, disability pensions and so on". Six provinces have, at present, concluded agreements with the federal Government under the plan.

The agreements are to provide for the establishment of the basis of the federal contribution. Under the memorandum of the agreement appended to the legislation, for all provinces except Nova Scotia, federal aid is to be given when the number of unemployed and their dependents exceeds .45 per cent of the population of the province. In Nova Scotia, because of the particular problems in that province, federal assistance will be given when the unemployment figure exceeds .30 per cent of the population.

Other matters which are to be dealt with in the agreement are the administration of the assistance by the provinces, municipalities or their agencies; the settling of any differences arising out of the agreement; and the duration of the agreement, which must be not more than five years and thereafter may extend from year to year subject to termination by either party.

Certain types of costs which may not be included in the reimbursement claims to the federal Government are specified. These include costs in connection with



welfare plans in which the costs are already shared by the federal Government; mothers' allowances; medical and hospital expenses, and related costs; and the costs of care in institutions, except special ones such as hostels for indigent transients or for the aged.

The Act has retroactive effect to the extent that federal contributions may be paid towards unemployment assistance costs incurred within a period of one year prior to the execution of the agreement but not prior to July 1, 1955. All agreements made before the Act was passed are confirmed.

Regulations may be made by the Governor in Council for the administration of the Act and the agreements.

### Assistance to Immigrants

An item in the Appropriations Act providing funds for assistance to immigrants enables the Department of Citizenship and Immigration to provide during the fiscal year 1956-7 for "family assistance" and for other assistance required during the first year immigrants are in Canada. "Family assistance" is an allowance at the rate of \$60 a year payable in respect of each child under 16 years of age resident in Canada and supported by the immigrant during the first year of residence while family allowances are not paid in respect of the child. Any child born in Canada is eligible for family allowances, and the child of an immigrant becomes eligible after one year's residence. The Family Assistance plan is effective from April 1, 1956. Application forms are available at all immigration offices throughout Canada.

### Income Tax-SUB Plans

Among amendments to the Income Tax Act was one dealing with supplementary unemployment benefit plans. A new section added to the Act defines a supplementary unemployment benefit plan as an arrangement, other than an arrangement in the nature of a superannuation or pension fund or plan or an employees profit sharing plan, under which payments are made by an employer to a trustee in trust for the payment of periodic amounts to employees or former employees of the employer who are or may be laid off for any temporary or indefinite period.

It is then provided that the payments made by an employer under such a plan are deductible from his income for taxation purposes; any amount received by an employee under the plan is counted in computing taxable income; and no tax is payable upon the taxable income of the trust for any period during which the trust

is governed by the plan. The provision permitting employers to deduct contributions was made applicable to the 1955 taxation year, as was also the provision regarding trusts, since contributions were made under some plans in that year. The other provisions apply to 1956 and subsequent taxation years.

### Bills Not Passed

Two Bills relating to conditions of work in industries under the jurisdiction of Parliament in labour matters were introduced by a CCF private member: Bill 211, "An Act to provide for Annual Holidays with Pay for Employees", and Bill 441, "An Act to provide for Pay for Statutory Holidays for Employees and for Pay for Work Performed on Statutory Holidays". The proposed legislation in both cases would apply to the employees of any work, undertaking or business within the legislative authority of Parliament.

The main provision of the annual holidays Bill is that "every employee to whom this Act applies shall be entitled after each year of his employment with any employer to an annual holiday of two weeks". The holiday may be taken in one period of two weeks or in two periods of one week each, but the entire holiday must be taken within ten months after the date on which the employee becomes entitled to it. Two weeks' written notice of the commencement of his holidays must be given to the employee unless otherwise agreed in writing. Holiday pay, which is to be at least  $\frac{1}{2}$  of the employee's total wage for the period in respect of which a holiday is given, must be paid to the employee in the 14-day period before the holiday is taken. "Total wage" means all remuneration to which the employee is entitled, including sums deducted for any purpose, overtime pay, holiday pay and the cash value of any board or lodging provided by the employer as established by any Act, custom or agreement, or under the employee's contract of service.

If a special holiday, that is, a holiday on which the employee is entitled to be paid wages without being present at work, occurs during the period of the annual holiday, the annual holiday is to be increased by one working day and the holiday pay is increased accordingly.

Where a business is sold or otherwise transferred, the service of the employee shall be deemed to be continuous and uninterrupted by the transfer so far as an annual holiday is concerned. \*

The employer and employee (or trade union representing the employee) may enter into a written agreement to the effect that because of shortage of labour, the employee will forgo his annual holiday, and if such an agreement is approved by the Deputy Minister of Labour, an annual holiday need not be given for that year, but the employee is to be paid the sum he would have received in holiday pay.

If the employment of an employee is terminated any time after 30 days from the commencement of employment, the employee is to receive holiday pay in proportion to the period of his employment for which a holiday has not been granted.

The proposed legislation would require every employer to keep records showing the date of commencement and termination of employment, total wages, deductions, etc. and would make these records subject to inspection by the administering authority.

Several members, including the Minister of Labour, spoke in the debate on the Bill. Mr. Gregg pointed out that according to a recent estimate, two weeks paid vacation is the practice in respect to about 93 per cent of the jobs under federal jurisdiction but that the period of service required to qualify was in some cases two or three years. He pointed out that progress has been made in securing more favourable vacation plans year by year. He also said that he thought that Parliament would want to move with a certain caution in adopting legislation concerning a subject dealt with by collective bargaining for so many of the employees affected. He

pointed out also that not only the length of annual holidays to be given would have to be established in legislation but many other particulars of a vacation plan and that any rules so laid down might not be as satisfactory to the employees concerned as those worked out in collective agreements, particularly in industries such as shipping and longshoring, where vacation benefit arrangements peculiar to the industry are in operation.

On the motion for second reading the Bill was defeated by a vote of 52 to 68.

The statutory holidays Bill named eight holidays, New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day, on which an employee would be required to receive his regular pay if he did not work and, if he did work, his regular pay plus twice his regular hourly rate for each hour worked. In the debate on the Bill the Minister of Labour cited several recent settlements which indicated the variety of opinions that now exist on the subject covered by the Bill. He also said that the triple time standard proposed in the Bill for work on the named holidays went beyond the standards in provincial legislation or common practice at the present time. The motion for second reading did not reach a vote.

A third Bill introduced by the same CCF private member sought to provide for the voluntary revocable check-off of union dues by requiring an employer to grant this form of check-off upon request of a union certified as the bargaining agent. The debate on second reading of this Bill was adjourned without a vote being taken.

---

## Labour Legislation in Alberta, 1956

Workmen's compensation benefits have been increased and conciliation procedure provided for municipal police force bargaining disputes

At the 1956 session of the Alberta Legislature, which sat from February 9 to March 29, the most significant legislative development was the incorporation into the Workmen's Compensation Act of most of the recommendations of the special legislative committee appointed last year to investigate the operation of the Act. Two important amendments increased from \$3,000 to \$4,000 the maximum annual earnings on which compensation may be computed and increased the monthly allowances of widows to \$60 and of children to \$30.

The amendment to the Police Act setting up conciliation procedure for municipal police forces provides that if after bargaining a collective agreement cannot be reached, either party may apply to the Minister of Industries and Labour asking for the appointment of a conciliation commissioner. If conciliation fails, the matter may be referred to a board of arbitration upon the application of either party.

Amendments were also made to the Disabled Persons' Pensions Act and the Mothers' Allowances Act.

## Workmen's Compensation

Recommendations of a special legislative committee composed of eight members and appointed last year to investigate the operation of the Workmen's Compensation Act are embodied in extensive amendments made to the Act at the 1956 session.

It is the practice of the Alberta Government to appoint a legislative committee to review the provisions and administration of the Act periodically, usually every four years, and on the basis of the committee's recommendation to make whatever amendments are considered necessary. During public hearings last autumn, the committee heard briefs from labour and management groups, insurance firms and the Workmen's Compensation Board, and on the basis of these hearings made extensive recommendations.

Almost all the recommendations of the committee were accepted by the Legislature and incorporated into the Act. Of major significance were the recommendations for an increase in the maximum earnings on which compensation may be based; for an increase in the widows' and childrens' allowances to \$60 and \$30 respectively, and for the payment of allowances at the increased rate to all widows and children, irrespective of when they were awarded compensation, for an increase in the immediate lump sum payable to the widow; and for the payment of compensation to a child who is over 16 years of age at the time of his father's death in order to continue his education to the age of 18.

Other changes were made as a result of recommendations of the Workmen's Compensation Board.

The amendments went into effect when they were assented to on March 29.

### *Benefits*

In accordance with the committee's recommendation, the maximum annual earnings on which compensation is computed were increased from \$3,000 to \$4,000. The percentage rate of compensation for disability was not changed and remains at 75. For purposes of assessment, any amount in excess of \$4,000 which is paid to a workman may be deducted from the payroll.

The same increase was made with respect to the maximum wages or salary of an officer of, or other person giving service to, a corporation. Under the Act, such persons must be included on the payroll. For the purposes of assessment, the Board

is required to fix for these persons a sum which represents a reasonable wage or salary for the service they render but not exceeding \$4,000 a year.

When an employer applies to have members of his family brought under the Act, the application to the Board must set out the estimated amount of their annual earnings. A change was made in this section to make it conform to the increased maximum earnings provided for elsewhere. The earnings of each member must not be more than \$4,000 instead of the former \$3,000. The minimum amount of earnings was left unchanged at \$1,800. A further change in this section requires that members of the family for whom coverage is applied must be dwelling in the employer's house *as members of his household*.

An employer making application for his own coverage under the Act must similarly state the sum for which compensation coverage is desired, subject to a maximum of \$4,000 and a minimum of \$1,800. When an employer has had the application to have himself or members of his family brought under the Act approved by the Board, he or they are deemed to be "workmen" for the purposes of the Act but it is made clear that this applies only with respect to the industry named in the application.

One other change was made in the sections dealing with payment in disability cases. The Act formerly provided that in cases of permanent partial disability, where the impairment of earning capacity was 10 per cent or less, instead of a weekly payment, the Board could grant a lump sum. The 10 per cent is now changed to 5 per cent.

A major change with regard to benefits payable in death cases was the increase from \$50 to \$60 in the monthly compensation payable to a widow. Provision was also made for an increase from \$100 to \$150 in the immediate lump sum payment to the widow on the decease of the workman. The \$60-a-month pension is payable, from April 1, 1956, to all widows and invalid widowers in receipt of compensation on that date irrespective of the date of the accident or the date of the award of compensation, subject to the condition that the additional amount sufficient to bring the monthly payment up to \$60 will be granted only until the recipient becomes eligible for assistance under social legislation such as federal or provincial old age or blind persons' legislation, or the Widows' Pensions Act of Alberta. It is further provided that, in any case compensation



and any pension which a widow might receive did not together equal \$60 a month, she should then be paid whatever additional sum was necessary to provide her with a monthly income of \$60. The raising of all widows' pensions to the current rate continues a policy of the Alberta Government adopted in 1952.

The Act provides that if a dependent widow remarries, the monthly payments to her cease. However, she is granted a lump sum equal to the amount of her pension for one year. It is further provided that once a dependent widow remarries and receives the lump sum payment of one year's pension she no longer is entitled to the pension regardless of subsequent events. Previously, there was a provision allowing the Board to reinstate all or part of the allowance, after the lapse of one year, to such a widow who subsequent to remarriage was in necessitous circumstances by reason of the death of her husband or his confinement to gaol. On investigation, the committee found that this provision, which was added to the Act in 1948, had never been exercised, and therefore recommended that it be deleted.

Since 1952, a common law wife may receive benefits under the Act. If there is no widow, a common law wife may, at the discretion of the Board, be paid the compensation normally granted to a widow, provided that she lived with the workman for the two years (formerly seven) immediately preceding his death and has had one or more children.

The monthly payment to dependent children was raised from \$25 to \$30. As with the widows' pension, it was provided that, from April 1, 1956, children who were receiving compensation according to earlier scales of benefits should be granted sufficient additional compensation to bring their monthly payments up to the \$30 a month level. This provision, recommended by the Committee, was not in the Bill as introduced but was added by the Legislature in passage.

The children's allowance is payable to age 16, or to age 18 if the Board extends the period of payment to enable a child to obtain further education. This meant that an allowance could not be granted initially to a child between 16 and 18 years at the time of the father's death but that an allowance already granted to a dependent child under 16 could be extended by the Board to age 18. An amendment makes it clear that an allowance may now be granted to a child who is between 16

and 18 years when the father's death occurs. The same change was made in the Manitoba Act this year.

### *Medical Aid*

As regards medical aid, the amending Act gives effect to a recommendation of the committee that a greater choice of specialists should be provided where a medical issue is in question. Where the workman feels aggrieved concerning a decision of the Board's medical staff and requests a further examination, his case must be referred to two specialists (formerly one). One is to be selected by the workman and the other by the employer from a list of at least four (formerly two) furnished by the Board. If on examining the workman the two so chosen disagree, they are empowered to add a third member to their number from the panel. The decision of the practitioners or the majority is to be conclusive unless the Board directs otherwise.

Another amendment increases from \$5 to \$6 the per diem subsistence allowance payable to an injured workman when, on the Board's direction, he is undergoing treatment at a place other than where he resides. As before, however, when the Board provides all or part of the subsistence, the allowance may be correspondingly reduced.

A new section authorizes the Board in its discretion in cases where the workman is rendered helpless through permanent total disability to provide treatment services or attendance other than that prescribed in the Act as may be necessary as a result of the injury.

### *Out-of-Province Accidents*

As recommended by the Committee, and as was done in British Columbia last year, provision was made for an agreement between Workmen's Compensation Boards for the sharing of the cost of a silicosis claim in proportion to the exposure to silica dust by the claimant in the provinces concerned.

The Act provides for compensation under specified circumstances in respect of an accident occurring outside the province. Where the workman or his dependants are entitled to compensation by the law of the country or place where the accident occurred, he or they must elect under which law compensation is to be claimed. A new subsection, designed to prevent workmen from collecting from two compensation boards or agencies for the same accident, provides that where the workman

elects to claim compensation under the Alberta Act in respect of an accident occurring outside the province and also claims compensation under the law of the other country in respect of the same accident, the workman is deemed to have forfeited all rights to compensation under the Alberta Act. Any sums already paid to him are to constitute a debt due from him to the Board. However, his right to compensation under the Alberta Act is not forfeited if he claimed compensation under the other law in error and is found not to have been entitled to compensation under that law.

The Board is authorized to enter into an agreement with the Board of another province providing for the payment of compensation under the Act to workmen employed part of the time in Alberta and part in the other province. An amendment now stipulates that payment from the Accident Fund of money required to be paid under such an agreement may be made to the Board with which the agreement was made and that any money received by the Alberta Board is to be paid into the fund.

The Act provides that if a workman has a right of action in respect of personal injury in a place outside of Alberta he is to assign all damages to be recovered to the Board. This section now authorizes the Board to withhold payment of compensation until the assignment is made in a form satisfactory to the Board. If the Board directs the workman to take action in the other province and he fails to prosecute the action with diligence the Board may refuse to pay compensation. On the other hand the Act formerly provided that if the injured workman took action except on direction of the Board he forfeited all claim to compensation. This latter provision is now struck out.

#### *Coverage*

As regards coverage, the industry of servicing, and the sale and servicing of machinery was added to the schedule to the Act by regulation effective January 1, 1955. In line with this change, the definition of "manufacturing" was amended to include the servicing of any goods, article in commodity.

The definition of "learner" was amended. "Learners," who were brought under the Act in 1952, are now defined as persons not under contract of service who become subject to the hazards of an industry within the scope of the Act for the purpose of undergoing training or probationary work as a preliminary to employment. The

words restricting the training or probationary work to that "specified or stipulated by the employer" were struck out. This change was recommended by the committee and was made in the Manitoba Act in 1953.

#### *Miscellaneous*

The section providing for recovery by the Board of any amount paid to a workman beyond the period of his disability was amended to apply also to cases where a dependant was paid in an amount in excess of that to which he was entitled.

As recommended by the committee, the section dealing with accident reports was changed to require that the workman be furnished by the employer with a copy of the first accident record report concerning the accident.

Where a person entitled to compensation is committed to an institution the Act formerly authorized the Board to direct that the compensation be payable to the governing body of the institution. This has now been changed to permit the Board to pay the money to the dependants of the workman.

The section permitting the Board to pay the compensation for the benefit of the wife and children where the workman could or would not support them adequately was reworded. Provision is now made for the diversion of the compensation where the dependent spouse or children are residing in Alberta and are apt to become a charge in the municipality where they reside or on private charity, or where they are residing outside of the province, are not being supported by the workman and a court order has been issued against him for their maintenance.

A small change with regard to accident prevention proposed by the labour groups and recommended by the Committee authorizes the Board to determine the requirements and make regulations respecting physical working conditions, including heating where practicable, in addition to sanitation and ventilation of the employer's premises, as before.

The section which determines the liability for assessment when equipment is supplied or work performed for another was revised in order to restrict its coverage somewhat, as it was felt that persons who by the nature of their operation are not in essence workmen were being brought under the Act. The section provided that when work was performed or equipment supplied to another person, the persons undertaking the work or supplying or operating the equipment became workmen and the person

for whom the work was done or to whom the equipment was supplied was required to pay the assessment. If, however, the person supplying equipment and operators, or the person agreeing to perform the work, had made a return to the Board for the year, his operators or assistants or employees became his workmen and he paid the assessment. As reworded the section no longer provides that the person supplying the equipment is deemed to be a workman. The Board is, however, authorized on application of the person to whom the equipment is supplied (the principal) to deem to be workmen all persons operating equipment or performing work for him who would otherwise not be deemed workmen because they were classed as employers or were members of an employer's family. Further, the Board may by regulation deem to be workmen any class of persons who would otherwise not be workmen within the meaning of this section.

#### *Amendment Not Passed*

As introduced, and as recommended by the committee, the Bill contained procedure for an appeal to the courts from a decision of the Board of a question of law limited to whether or not an accident arose out of and in the course of the employment. This section was struck out while the Legislature was in committee studying the Bill.

### **Labour Relations**

Amendments were made to the Police Act of 1953 providing, among other things, for a conciliation procedure in disputes regarding the remuneration and working conditions of the municipal police forces.

The Police Act of 1953 did not provide for an appointment of a conciliation commissioner, but in case the bargaining committee of the municipal police force and the municipality failed to come to agreement, the dispute could be referred to an arbitration board composed of five members.

The amendments passed during the last session make provision for the appointment of a conciliation commissioner to give the same services to the disputing parties as are offered in industry under the Alberta Labour Act.

According to the Act as amended, in the case where, after bargaining, a collective agreement cannot be reached, either of the parties concerned may refer the dispute to the Minister of Industries and Labour and make application for the appointment

of a conciliation commissioner. The Minister, if satisfied that the dispute is a proper one for conciliation, may appoint a conciliation commissioner. The Minister's decision has to be made within three days after the receipt of the application. When the appointment of a conciliation commissioner has been made, the Minister without delay notifies the representatives of the parties to the dispute of the appointment.

The conciliation commissioner is required to inquire carefully into the dispute and explore every possibility of reaching a fair and amicable settlement. He has to hear any representation made on behalf of the parties in dispute and seek to mediate between them. His report, setting out the matters upon which the parties have agreed, the matters upon which they could not agree and his recommendations to the parties in order to reach an agreement, must be forwarded to the Board of Industrial Relations within the time assigned by the terms of his appointment, not to exceed 14 days, or within such longer time as may be agreeable to the parties concerned.

The Minister of Industries and Labour, after receiving a report of the dispute from the Board of Industrial Relations, must transmit without delay a copy of the report to the representatives of the parties in dispute and may publish the report in such manner as he sees fit.

If the conciliation commissioner was unable to bring about any settlement or adjustment of the dispute, either party may, by notice in writing to the other party, require the dispute to be submitted to a board of arbitration composed of five members. Regarding qualifications of the arbitrators, the amendments provide that they should be either Canadian citizens or British subjects, and that no person should be appointed or act as an arbitrator if he has received remuneration directly from either of the parties to the arbitration at any time within the six months immediately preceding the date of notice to refer the dispute to a board of arbitration.

Other changes brought into the Police Act deleted the term "full-time members" as referring to those members of the municipal police force who are employed on a permanent basis for policing duties, and added a new clause dealing with a bargaining unit. A "unit" has been defined as a group of members of a municipal police force appropriate for collective bargaining who are employed on a permanent basis for policing duties and duties



incidental to policing duties, and comprising members who hold (1) the rank of inspector or a higher rank excluding chief constable, or (2) a rank lower than that of inspector.

Another amendment is concerned with the right of a Police Association to which the majority of the members of a unit belong to make a request to the Council of the municipality or to the Board of Police Commissioners to enter into negotiations regarding the remuneration and working conditions of the members of the municipal police force in the unit. ("Police Association" means an association limited to one police force and having among its objects the improvement of conditions of service or remuneration of the members of a police force.)

It would appear that a representative police association has exclusive right to present the request when the members of the municipal police force in the unit hold a rank below that of inspector. In a case where the unit comprises the members who hold the rank of inspector or a higher rank, excluding the chief constable, a request to bargain may be presented to the Council of the municipality or the Board of Police Commissioners, either by the Association or by the majority of the members of the municipal police force in the unit.

The amending Act came into force on March 29, 1956.

## Social Legislation

### Mothers' Allowances

An amendment to the Mothers' Allowances Act provides that no allowance will be payable to a person who is under the responsibility of the Government of Canada for the purpose of health and welfare services. This amendment is similar to provisions in both the Widows' Pension Act and the Disabled Persons' Pensions Act.

### Disabled Persons' Pensions

The Disabled Persons' Pensions Act passed in 1953, which provides for payment by the province, without federal participation, to certain disabled persons in the province, was amended to lower the residence qualifications from 10 to 5 years immediately preceding the proposed commencement date of payments, provided the applicant has resided in the province for an aggregate period of 10 years.

A further amendment makes it clear that a person in receipt of assistance under the federal Disabled Persons' Act is not eligible for an allowance under this Act.

### Resolution Passed

On February 16 a resolution was passed in the Legislature requesting the Government of Alberta "to include Equal Pay for Equal Work in labour-management consultations scheduled to be held in 1956 and to give consideration to legislation designed to ensure observance of this principle".

---

# Legal Decisions Affecting Labour

Dismissed employee awarded year's salary in lieu of notice in Manitoba  
Jurisdiction over uranium mining clarified by Ontario court. Quebec  
court holds that compulsory check-off invalid under province's law

In the Manitoba Court of Queen's Bench, one year's salary in lieu of notice was deemed proper for an executive officer dismissed by a farm implement company after 27 years' service. The judge held that changing economic conditions ought to be taken into account in determining proper notice, pointing out that the pension which the employee lost by reason of his dismissal was substantial.

In an Ontario Court, uranium mining operations were held to be subject to the legislative authority of Parliament and hence not within the jurisdiction of the Ontario Labour Relations Board.

A Rand-formula type of union security clause in a collective agreement in a

Quebec establishment was held to be invalid to the extent that it required deduction of dues from non-union members without the authorization of the employees.

### Manitoba Court of Queen's Bench...

... finds one year appropriate notice of dismissal for branch manager hired for an indefinite term

The Manitoba Court of Queen's Bench, on September 17, 1956, in an action for wrongful dismissal, held that one year was the appropriate period of notice to be given to an employee hired for an indefinite period who had worked for the company in various capacities for 27 years and who, had he continued in employment, would have become entitled to a pension.

Mr. Justice Campbell described the facts of the case in his reasons for judgment. The plaintiff had been in the employ of the defendant, a farm equipment company, from March 1, 1928, until April 4, 1955, during which time he rose from junior clerk to the position of branch manager at a salary of \$625 per month. In 1952 he had won "The President's Trophy" for outstanding achievement under a "point" system then in use for the company. Subsequently, he was transferred to the Winnipeg branch office, one of the most important branches in the defendant's system, which was not producing the desired results.

His duties as branch manager were to supervise operations of the branch; to see that machines were got out in a good manner and that a sufficient stock of machines and parts available for the repairs were maintained at the branch; to be responsible for sales, replacements and service of all equipment; to be responsible for the collection of dealers' notes; and to be in charge of personnel. The plaintiff was peremptorily discharged in a 15-minute interview on April 4, 1955, and paid the sum of \$1,717.23, three months' salary, in lieu of notice.

The plaintiff's counsel contended that on his promotion the plaintiff was given an increase in salary of \$115 a month with the stipulation that if he did the job properly he could have it for life. Counsel maintained that what was understood by the parties should be viewed in the light of their conduct and that conduct refuted the idea of employment on a month-to-month basis. He contended that a branch manager was not an ordinary employee but was an executive, highly regarded as to loyalty, competence and capacity. He had worked for the company for 27 years without any complaint about his services and there was no evidence that his client was dismissed for cause.

Counsel for the defendant argued that the hiring was on a monthly basis, that the dismissal was for cause, the plaintiff having been incompetent and having neglected to carry out the lawful and reasonable instructions of the defendant's officers, and that payment of salary for three months was reasonable in lieu of notice.

His Lordship stated that there were three issues to be determined: (1) What were the terms of the plaintiff's employment by the defendant? (2) Was there any evidence

of dismissal for cause? (3) What would constitute reasonable notice in the circumstances of his employment?

His Lordship found that there was no stated limitation in the terms of plaintiff's employment as branch manager, nor was there any satisfactory evidence of dismissal for cause. The plaintiff had never been notified of any alleged incompetence. The Winnipeg branch was not flourishing but, from the evidence of witnesses, His Lordship concluded that this was not the sole responsibility of the manager. The head office and the Canadian sales manager were just as responsible for the condition of the Winnipeg branch as was the plaintiff, since instructions as to the company's policy were directed from its head office. The payment of three months' salary in lieu of notice was, in his opinion, inadequate in view of the position held by the plaintiff.

In considering what notice should have been given, His Lordship noted that there was some conflict in the decisions of other jurisdictions compared with those in Manitoba. The courts in England, he pointed out, have considered one year to be a reasonable notice in certain cases of indefinite hiring: *Savage v. British India Steam Nav. Co.* (1920) 46 TLR 294. In Ontario, where the defendant company has its head office, it seems to be established that six months is the greatest period of notice that can be required: *Norman v. National Life Assurance Co.* (1938) OWN 509. In his view, these cases on which the defendant relied are not comparable and must be distinguished on their facts. If the law is "applied common sense" then the courts should give effect to changing economic conditions. Pensions plans, for instance, were rare, when those cases were decided. Had the plaintiff continued in the defendant's employ until age 65 he would have become entitled to a pension, under the company's contributory scheme, of \$176 monthly. By reason of his dismissal, but electing to have the pension moneys remain under the existing plan, he would receive, as of December 1, 1972, \$39.16 monthly.

In these circumstances, His Lordship found that the appropriate period of notice was one year and that since no notice was given he gave judgment for the plaintiff for one year's salary less the three months' salary already paid in lieu of notice, and less money earned by him from other work during the year after his discharge. *Duncan v. Cockshutt Farm Equipment Limited* (1956) 19 WWR 554.

## Ontario High Court of Justice . . .

. . . finds provincial board lacked jurisdiction to certify a union for employees in uranium mining

On August 31, 1956, Mr. Justice McLennan of the Ontario High Court of Justice quashed the decisions of the Ontario Labour Relations Board certifying a union as bargaining agent for the employees of two companies engaged in mining uranium ore.

The ground for the judgment was that the production of the raw materials for developing atomic energy is a work, undertaking or business within the legislative authority of the Parliament of Canada.

In his reasons for decision, Mr. Justice McLennan stated that the two companies, Pronto Uranium Mines Limited and Algom Uranium Mines Limited, are engaged in the business of mining and concentrating uranium ores in the District of Algoma, Ontario. The union, the United Steelworkers of America, applied to the Ontario Labour Relations Board for certification as bargaining agent for the employees of the companies. In the replies filed, the companies questioned the jurisdiction of the Board, maintaining that jurisdiction lay with the Board constituted by the federal Industrial Relations and Disputes Investigation Act, by reason of the federal Atomic Energy Control Act and the regulations made under it. The Board decided that the Ontario Labour Relations Act applied to the employees of the companies and that it had jurisdiction to certify the union. Consequently the union was certified as the bargaining agent for the employees of Pronto Uranium Mines Limited on March 5, 1956, and for the employees of Algom Uranium Mines Limited on March 15, 1956. The companies thereupon initiated a motion in the court asking that the orders be quashed for lack of jurisdiction.

The main point to be decided was whether or not the Atomic Energy Control Act, which governs the production and application of atomic energy through all stages from discovery of ores to ultimate use, was within the jurisdiction of the Parliament of Canada. If it was, then the provisions of the federal Industrial Relations and Disputes Investigation Act, Part I of which applies to works, undertakings, or businesses, within the legislative authority of the Parliament of Canada, applied to the relations between the companies and their employees and the Canada Labour Relations Board was the proper authority to certify a union as bargaining agent for those employees. Part I and

Section 53, the application section, are within the powers of Parliament by virtue of Reference *re* Validity of Industrial Relations and Disputes Investigation Act, 1955 SCR 529 (L.G., Aug. 1955, p. 952).

The preamble to the Atomic Energy Control Act reads as follows:

Whereas it is essential in the national interest to make provision for the control and supervision of the development, application and use of atomic energy, and to enable Canada to participate effectively in measures of international control of atomic energy which may hereafter be agreed upon . . .

The Atomic Energy Control Board set up under the Act is given extensive power under Section 9 of the Act to make regulations, with the approval of the Governor in Council, governing all phases of research into and development, control, production, use and sale of "prescribed substances" (those capable of releasing atomic energy). Pursuant to this section The Atomic Energy Regulations of Canada were made and approved by P.C. 1954-1643. These regulations impose control over "prescribed substances" and over "prescribed equipment," which is defined as real or personal property that may be used in the production, use or application of atomic energy. Except in accordance with the regulations or an order, no person may "deal in" any prescribed substances or equipment either directly or through the control of any other person. "Deal in" is defined as including "produce, import, export, possess, buy, sell, lease, hire, exchange, acquire, store, supply, operate, ship, manufacture, consume and use".

His Lordship also referred to Section 18 of the Act, which declares all works and undertakings constructed for the production, use and application of atomic energy, for research or investigation with respect to atomic energy or for the production, refining or treatment of prescribed substances, to be works for the general advantage of Canada.

In determining the validity of the Act, His Lordship stated that justification for the legislation was put on three alternate grounds. First, it was said that the control of atomic energy fell within the powers of Parliament, in the opening words of Section 91 of the British North America Act, to make laws for the peace, order and good government of Canada. As a second alternative, it fell within Head 7 of Section 91 as being concerned with defence or thirdly, that it was a matter expressly excepted from the classes of subjects which were



assigned to provincial jurisdiction and was a work declared by the Parliament of Canada to be for the general advantage of Canada under Head 29 of Section 91 and Head 10 of Section 92.

In determining if legislation falls within the power of Parliament to make laws for the peace, order and good government, continued His Lordship, the test to be applied is stated by Viscount Simon in *Attorney-General for Ontario v. Canada Temperance Federation* (1946), AC, 193 at pp. 205-6:

In their Lordships' opinion, the true test must be found in the real subject matter of the legislation; if it is such that it goes beyond local or provincial concern or interests and must from its inherent nature be the concern of the Dominion as a whole (as, for example, in the *Aeronautics* case (1932), AC 54, and the *Radio* case (1932), AC 304), then it will fall within the competence of the Dominion Parliament as a matter affecting the peace, order and good government of Canada, though it may in another aspect touch on matters specially reserved to the provincial legislatures. War and pestilence, no doubt, are instances; so, too, may be the drink or drug traffic, or the carrying of arms... nor is the validity of the legislation, when due to its inherent nature, affected because there may still be room for enactments by a provincial legislature dealing with an aspect of the same subject in so far as it specially affects that province.

Turning to the legislation in question, His Lordship stated that the real subject matter is the control of the production and application of atomic energy through all stages and the preamble of the Act stated two reasons for the necessity of this control, namely that it is essential in the national interest and also in order to enable Canada to participate in measures for the international control of that energy.

In this day it cannot be said that the control of atomic energy is merely of local or provincial concern, and in my opinion it is a matter which from its inherent nature is of concern to the nation as a whole and that the Act and the regulations are within the powers of Parliament to make laws for the peace, order and good government of Canada.

His Lordship therefore concluded that the production of the raw materials for developing atomic energy is a work, undertaking or business within the legislative authority of the Parliament of Canada and Part I of the Industrial Relations and Disputes Investigation Act applies in respect of employees who are "employed upon or in connection with such work, undertaking or business".

Having concluded that the Act was within the jurisdiction of Parliament to

legislate for the peace, order and good government of Canada, it was unnecessary to determine whether or not it also fell within the federal power to legislate with respect to defence or whether the legislation is justifiable as governing a work declared to be for the general advantage of Canada.

Mr. Justice McLennan therefore found that the Ontario Labour Relations Act did not apply to the employees of the applicant companies and that the Ontario Labour Relations Board had no jurisdiction to entertain the applications of the respondent union. The decisions of the Board were therefore quashed. *Pronto Uranium Mines Limited v. The Ontario Labour Relations Board and Algom Uranium Mines Limited v. The Ontario Labour Relations Board*, Ontario High Court of Justice, August 31, 1956.

### Quebec Superior Court...

... finds that compulsory check-off clause in a collective agreement is invalid under Quebec law

A judge of the Quebec Superior Court, on September 7, 1956, dismissed a trade union action demanding that an employer hand over to the union the check-off sums deducted from the wages of some employees in accordance with the terms of a collective agreement but against the expressed will of the individual employees.

The facts of the case were related by Mr. Justice Choquette in his reasons for judgment.

*Le Syndicat Catholique des Employés de Magasins de Québec Inc. and La Compagnie Paquet Ltée.* On March 23, 1955, signed an "interim agreement" in which they declared as definitely settled and accepted such matters as: "the union security", "the Rand Formula" and "the maintenance of membership" and decided on this basis to sign a collective agreement the next day.

On March 24, 1955, a collective agreement was signed in which the Rand formula and the maintenance of membership became clauses 2.01 to 2.04.

Clause 2.01 in particular contained the provision that the employer would retain from the pay of each regular employee a sum equal to the dues fixed by the trade union for its members, and would hand over within the first ten days of the next month, to the authorized representative of the trade union, the deductions so collected.

The collective agreement provided also for conciliation and arbitration procedures in case of dispute between the parties concerned.

Also a provision was made (clause 16.01) that the collective agreement should be interpreted in accordance with general dispositions of various statutes that might be applied; such interpretation could enlarge or restrict the agreement but could not make it null and void.

On April 6, 1955, following the signature of the agreement, the secretary-treasurer of the trade union concerned informed 607 employees of the Paquet Company, subject to this collective agreement, of the contents of the clauses dealing with the check-off and the maintenance of membership. Of these 607 employees, 230 expressly authorized the employer to check off their trade union dues and hand them over to the union; 123 did not express any opinion; and 254 addressed to the employer on April 22, 1955, or the following days, individual letters in which they declared that for the duration of the agreement they would not authorize the employer to retain from their weekly salaries the sum of 50 cents in application of the Rand formula.

With the exception of one or two persons, those who wrote this letter were not members of the trade union.

As a result of this notification, the employer stopped the transfer to the trade union of the sums retained from the salaries of those 254 employees who explicitly opposed the check-off, and deposited these sums in a special bank account while waiting for the settlement of the dispute.

In order to settle the dispute, the parties adopted the procedure provided for in the collective agreement and followed it up to and including conciliation. When the conciliator failed to bring about an agreement, the trade union concerned put aside the arbitration procedure and initiated a court action.

In this action the plaintiff trade union demanded from the defendant various sums totalling about \$3,000, which were deducted from the salaries of the employees and which the defendant was supposed to hand over to the trade union in compliance with the check-off clause of the collective agreement.

The main points of the defendant's plea were that the check-off could not be applied to the employees who were not members of the plaintiff trade union; that deductions could not be made from the wages of his employees without their explicit consent; that neither the law nor individual labour contracts concluded with each one of his employees authorized him to make any deduction from their wages without their explicit consent; that a

compulsory check-off clause is null, illegal and *ultra vires*; and that this particular clause (2.01) should be declared null and struck out from the collective agreement.

Mr. Justice Choquette in his judgment upheld the defendant in his conclusions; declared clause 2.01 regarding the check-off as actually worded null and without effect; declared the said check-off clause as modified by the application of clause 16.01 of the agreement to the effect that the check-off provided in the agreement was declared voluntary and revocable so far as the employees subject to the said agreement were concerned; and dismissed the plaintiff's action with costs.

The main reasons for the judgment given by Mr. Justice Choquette may be summarized as follows:—

Three acts concerned with labour relations in the province of Quebec, namely, the Professional Syndicates Act, the Labour Relations Act and the Collective Agreement Act, define the collective agreement as an agreement or contract concerning "labour conditions" (or "conditions of employment" or "working conditions"; in the French version, *conditions de or du travail*).

The Professional Syndicates Act specifies that "any agreement respecting the conditions of labour not prohibited by law may form the object of a collective labour agreement" (Art. 21).

However, the law does not define the term "labour conditions" ("conditions of employment" or "working conditions"), consequently this term should be given its natural meaning and not the meaning which could be considered as whimsical in a labour contract. In fact one has to distinguish between labour conditions proper and conventional labour conditions stipulated as marginal to the former. Only the labour conditions proper can be the object of a collective agreement without individual consent of the employees; the conventional conditions, on the other hand, require such an assent.

The trade union fee is an obligation of the members *vis-à-vis* their trade union. The stipulation which binds the employer to become the collector of this debt could not constitute a "labour condition" in the sense of law; this kind of stipulation goes beyond the field of relations between the employees and employers and enters into the field of relations between the employees and employers and the trade union. This kind of stipulation in a collective agreement could not be valid without the individual assent of the employees, or without

a legal disposition authorizing it. Consequently, in the province of Quebec, only the "voluntary and revocable" check-off has been considered as valid (Price Bros. et Letarte 1953, BR 307).

Further, Mr. Justice Choquette referred to the Professional Syndicates Act, Art. 3, which says that the trade unions have as their object the study, defence and promotion of the economic, social and moral interests of their members. Although, he said, it might be enticing for employees to become members of a trade union and for those who are already members to secure the means of subsistence for the union, this fact could not make the collection of the trade union fees by the employer a condition of labour, nor an element of a labour contract; in fact, the payment of the trade union fees, whether done directly by the member or through the intermediary of the employer, is a condition pertaining to the trade union and not a labour condition.

Regarding non-members, Mr. Justice Choquette continued, the obligatory check-off is plainly illegal. The Professional Syndicates Act authorizes the trade unions to collect the fees from their members only (Art. 2 and 3), and prohibits claiming fees from those who left the trade union for more than three months following such resignation (Art. 17). The fact that the stipulation in the collective agreement check-off was for "a sum equal to the trade union fee" but not the union fee proper, could not enhance the plaintiff's position.

In fact a trade union cannot claim anything from non-members as a compensation or recompense for execution of a mandate which the trade union sought and which was conferred upon the trade union as the result of certification, independently of the will of non-members; and whatever the advantages are by which the mandator could profit, the mandate by its nature is gratuitous, with the exception of a contrary agreement or recognized usage (CC 1702); such an exception could, no doubt, make legal a voluntary contribution of non-members, but this is not the case in the present dispute. The plaintiff does not allege any clear mandate nor any ratification or acquiescence, nor any cession of rights on behalf of the employees who are subject to the collective agreement, nor any agreement or usage which would allow the plaintiff to escape the principle of the gratuitousness of the mandate. The evidence reveals the fact that 230 employees have expressly authorized the defendant to make the check-off; however, the sums claimed by the plaintiff were not those which were retained from the salaries of the above mentioned 230 employees, but those retained from the salaries of 254 other employees who were opposed explicitly to this check-off.

The plaintiff's action was accordingly dismissed with costs. *Le Syndicat Catholique des Employés de Magasins de Québec Inc. v. La Compagnie Paquet Ltée*, Superior Court of Quebec, September 7, 1956 (unreported).

---

## Recent Regulations, Federal and Provincial

**Manitoba revises regulations respecting industrial and construction camps. Saskatchewan changes overtime pay requirements for garages**

Regulations under the Manitoba Public Health Act respecting industrial and construction camps provide that a camp may be closed by the chief medical officer of health, the medical officer of health, or the sanitary inspector if the employer fails to obey a written notice to comply with the rules within a specified time.

New regulations under the Saskatchewan Hours of Work Act require employees in garages and service stations located in the cities or in the towns of Melville and Estevan to be paid overtime rates for all hours worked in excess of eight in the day and 44 in the week.

Amendments to regulations under the Financial Administration Act provide that officers and crews of government ships will now receive three weeks' vacation after 15 years' service and that special marriage leave may now be granted to a female prevailing rate employee.

Other regulations deal with examinations of engineers under the Canada Shipping Act, financing the Quebec program to extend the system of mine rescue stations and procedure for changing the name on a certificate of a union certified under the Alberta Labour Act.



## FEDERAL

### Canada Shipping Act

#### *Examination of Engineers' Regulations*

The regulations respecting examination of engineers established by P.C. 3280 of June 11, 1952 (L.G., 1952, p. 1372) were amended by P.C. 1956-1533, gazetted October 24.

Two new certificates were recognized, a temporary certificate and a certificate as watchkeeping engineer of a motor-driven fishing vessel. Qualifications of candidates and the syllabus for examinations for each of these certificates are set out in schedules K, L, M and N.

A candidate for examination for a certificate as a watchkeeping engineer in a motor-driven fishing vessel is expected to be at least 21 years of age and must have sufficient engineering knowledge to operate safely the machinery and auxiliaries, including heating boilers, that are normally found in a motor-driven fishing vessel.

A candidate for examination for a temporary certificate must be 21 and must know how to operate the machinery of the ship for which the certificate is requested.

Some amendments were also made to schedule D, which sets out the qualifications for examination for a first class certificate.

### Financial Administration Act

Regulations under the Financial Administration Act amending leave provisions for officers and crews of government ships and federal prevailing rate employees were made by Treasury Board on September 20.

#### *Ships' Officers*

The Ships' Officers Regulations approved by T.B. 478900 of November 18, 1954 (L.G., Feb. 1955, p. 187), were amended with respect to vacation leave and special leave by T.B. 506468.

Effective April 1, 1957, a ship's officer will be entitled to two weeks' vacation leave a year for the first 15 years of employment and three weeks annually thereafter. Formerly, an officer had to work 25 years before he was eligible for three weeks' vacation leave.

A second amendment, which took effect October 1, 1956, provides that an officer may now be granted special leave to try an examination in connection with a competition conducted by the Civil Service Commission or some other competent body approved by the deputy head.

Special leave accrues at the rate of five-twelfths of one day for each month during which an officer is continuously employed

up to a maximum of 30 days but not more than five days may be granted at one time without Treasury Board approval. An officer may be allowed special leave on the occasion of his marriage and for a death in the family. Special leave may also be granted where an employee is subpoenaed as a witness by a court, board or commission, is required to attend for jury duty, reports for medical examination with a view to enrolment in the Armed Forces, is absent by order of a medical health officer due to quarantine resulting from illness in the family, or, in the case of a veteran, reports for observation by the Department of Veterans Affairs. Except in the last two instances, an officer may not be granted special leave unless he has had at least six months' continuous service.

#### *Ships' Crews*

The Ships' Crews Regulations made by the Treasury Board by T.B. 478801 of November 10, 1954, were amended by T.B. 506528 with the result that, effective April 1, 1957, ships' crews will be entitled to three weeks' vacation leave after 15 years' service instead of after 25 years as formerly. The other provisions respecting vacation leave remain as before. Crews may be allowed one week's holiday the first year, one and one-half the second year and two weeks from the third to the fifteenth year.

#### *Prevailing Rate Employees*

A third regulation made by Treasury Board on September 20, T.B. 505524, amends the special leave provisions of the Prevailing Rate Employees General Regulations (T.B. 478800 of November 10, 1954) so that a female prevailing rate employee may now be granted special leave with pay on the occasion of her marriage. Formerly, only male employees were allowed special leave under such circumstances.

However, another new provision of T.B. 505524 states that if an employee who has been granted special leave for the purpose of being married is dismissed or resigns less than three months after his return to duty, his wages will be reduced by an amount equal to that which he received during the period of special leave.

The other provisions respecting special leave for prevailing rate employees remain unchanged. Three consecutive working days or less may be granted after six months' service under circumstances similar to those described above with respect to ships' officers except that a prevailing rate employee may not be allowed special leave for absence because of quarantine.

## PROVINCIAL

### Alberta Labour Act

A new regulation under the Alberta Labour Act, Regulation No. 1 (1956), setting out procedure for amending a certificate to agree with a change of name by a certified trade union following a merger, amalgamation or transfer of jurisdiction, was approved by the Lieutenant-Governor on September 13 by O.C. 1213/56 and gazetted on September 29. The new regulation was issued because it was considered that in any of the situations mentioned above it was in the public interest to have certifications remain in effect and collective agreements continue in force.

Under Regulation No. 1, a certified trade union whose name has been changed as a result of a merger, amalgamation or transfer of jurisdiction may apply to the Board of Industrial Relations to have a corresponding change made in the certificate. The applicant trade union must submit with the application evidence that it is a proper bargaining agent, that it is the continuing authority succeeding the trade union previously certified by virtue of a merger, amalgamation or transfer of jurisdiction, and that it has authority from the members of the previously certified union to make application for the substitution of its name in the certification. The evidence must be in the form prescribed by the Board.

After making whatever investigations it considers necessary to determine the merits of the application, the Board will make the requested change of name if it is satisfied that the applicant is a proper bargaining agent with authority to assume the rights and obligations of the trade union previously certified.

The regulation also provides that any collective agreement in effect at the time of substitution will be binding upon the employer, the newly recognized bargaining agent and the employees in the unit until termination under the terms of the agreement or the provisions of the Act.

Three other provinces, British Columbia, Ontario and Saskatchewan, have made provision for dealing with name changes and related problems resulting from union mergers.

In British Columbia, Regulation 9A under the Labour Relations Act provides that a certified trade union wishing to change the name on a certificate must send a petition to the Labour Relations Board, stating whether the change of name has been approved by the membership and if so in

what manner. After advising the employer and conducting investigations, the Board may amend the certificate or it may refuse the petition (L.G., Jan., p. 93).

A formal application is also required in Ontario whenever a declaration respecting the status of a successor trade union is sought. An amendment to the Ontario Labour Relations Act provides that in any proceedings before it or on the application of any person concerned the Board may declare that a successor trade union has or has not the rights and duties of its predecessor or it may dismiss the application (L.G., Nov., p. 1410). Forms to be used when seeking a declaration were prescribed by Regulation 56/56 (L.G., June, p. 734).

In Saskatchewan, a formal application is unnecessary because of an amendment to the Trade Union Act which provides that whenever there is a change of name as a result of a merger or affiliation with another union, all orders, agreements, proceedings and all union records will be deemed to be automatically amended by the substitution of the new name for the former name unless the Board orders otherwise (L.G., Oct., p. 1288).

### Manitoba Public Health Act

Regulations under the Manitoba Public Health Act respecting industrial and construction camps authorized by Man. Reg. 75/56 were gazetted September 29, replacing regulations issued in 1939 (L.G., 1939, p. 57) and filed in 1945 as Regulation 91/45.

Following the same pattern as the earlier regulations, the new regulations lay down rules governing sites and construction of camps, specify the amenities to be provided and set out the responsibilities of employers. A number of the provisions remain the same but some changes have been made in the rules which define the employer's responsibility for medical, hospital and surgical care for his employees. Additional authority to enforce orders has been granted to the chief medical officer of health, the medical officer of health and the sanitary inspector.

As previously, the regulations apply in any wood cutting, timbering, fishing, mining, construction or other industrial camp where workers are housed in camp quarters during the course of their employment. The definition of "employer" has been widened, however, to include any agent, manager, representative, contractor, subcontractor, principal or anyone directly or indirectly responsible for the payment

of wages of one or more workers in any camp, as well as any person, firm or corporation.

While an annual report is no longer necessary, the employer is still required to notify the Minister of Health and Public Welfare of the establishment of the camp before he commences operations, giving the following particulars: the name and address of the employer, the type of work to be performed, the location of the camp, the expected number of workers, the means of access to the camp, and such further information as may be requested by the Minister.

In addition to the general provision requiring the employer to provide the accommodation and facilities specified in the regulations there are, as previously indicated, specific rules respecting sites, buildings, sleeping quarters, dining areas and sanitation.

Camps are to be located on sites that are properly drained and free from excessive dampness. Employers must also ensure that there is an adequate supply of water from a source which has been approved by the sanitary inspector.

Housing accommodation must be weather-proof and of sound construction. The sanitary inspector may specify the number of windows and may order other means of ventilation to be provided if necessary. There must be sufficient heating equipment to maintain a comfortable temperature at all times during cold weather.

Sleeping quarters must have at least 40 square feet of floor area for each bed or bunk and at least 280 cubic feet of air space for each occupant. Every employee is to have his own bed or bunk with a mattress or tick and blankets provided by the employer, and also a locker or shelf.

As formerly, the employer is required to supply sufficient hot and cold water and other facilities for bathing, laundering and ablution purposes. The use of the common towel is prohibited.

Dining rooms are to be separate from sleeping quarters and no person may be allowed to sleep in a room where food is stored, prepared or consumed. Proper storage and cooking facilities are to be provided. Dishes, cutlery and other utensils are to be washed and sanitized after each using in a manner satisfactory to the medical officer of health or the sanitary inspector.

Another new provision states that a person who has been prohibited from handling, preparing, cooking, or serving food because he is suffering from or has been in contact with a communicable

disease or a skin infection may not resume such duties without the permission of either the chief medical officer of health or the medical officer of health.

In addition to providing proper housing accommodation and the prescribed equipment, the employer is also held responsible for medical, surgical and hospital care and treatment of his workers, including transportation to hospital or other place of treatment when such services do not come within the Workmen's Compensation Act. As formerly, this responsibility commences when the employee reports for work and ceases when the worker is discharged or leaves the employment. It extends to any worker who becomes ill while employed at the camp or who is discharged or sent away because of illness. The employer's responsibility continues for a maximum period of four months' care and treatment but does not apply to illness arising out of alcoholism, drug addiction or venereal disease.

A new provision states that when a workman with less than three months' service becomes in need of medical, surgical or hospital care as a result of a chronic or degenerative disease or infection or some other defect which arose before he was hired for work at the camp, the employer will be responsible only for providing medical care or treatment and maintenance for a period of two months and for paying the cost of returning the employee to his place of residence in Manitoba or, in the event that he has no residence, the place from which he was engaged.

As previously, the employer may contract with a physician or hospital for medical, surgical or hospital care for his employees. While it is no longer obligatory for him to submit his contract to the Minister for approval he may still do so, giving particulars respecting the following: the services to be rendered, the terms of payment, the period covered by the contract, the number of employees, the location of the camp and the doctor or hospital, and such further information as may be required by the Minister.

If the contract is approved by the Minister, the employer may now apply to the Department of Labour for authority to make wage deductions from his employees. Formerly, an employer whose contract for medical care for his employees had been approved by the Minister could deduct up to \$1 a month from the workmen benefiting from such an arrangement, or up to \$1.50 a month if authorized by collective agreement or by a resolution passed by a two-thirds majority vote of the employees.



In addition to supplying first aid equipment satisfactory to the medical officer of health, the employer may also be asked to provide and maintain a building for hospitalization or isolation purposes. He must also pay any expenses incurred as a result of efforts to control a communicable disease.

When any of the requirements of these regulations are not being observed in any camp, the chief medical officer of health, the medical officer of health or the sanitary officer may now send a written notice to the employer ordering him to comply with the rules within a specified time. If the employer fails to do so the camp may be closed for a breach of the regulations.

### Quebec Workmen's Compensation Act

Regulation No. 20, a new regulation of the Quebec Workmen's Compensation Commission approved by O.C. 1035 and gazetted on October 27, makes provision for financing the program to extend the system of mine rescue stations authorized earlier this year by regulations under the Mining Act.

Until this year mine rescue stations had been set up only in the five western counties of Quebec, having been established in these areas by the Minister of Mines under authority of O.C. 1719 of October 23, 1947. This spring, however, following representations on behalf of mine operators, new regulations were issued under the Mining Act, authorizing the Minister of Mines to establish mine rescue stations throughout the province and to provide personnel, and equipment (L.G., May, p. 883). No provision was made, however, for defraying expenses until Regulation No. 20 was issued, replacing Regulation No. 17 of October 1947 (L.G., 1947, p. 1683).

The procedure is similar to that used to finance the establishment of the first rescue stations. The Commission will advance the Department of Mines the funds necessary to set up the new stations and will pay the maintenance costs of both new and existing stations. It will be reimbursed by assessment charges on the employers concerned, which will be levied in the following manner: in the case of underground asbestos mines or underground operations of open asbestos mines, an invoice to the Quebec Asbestos Mining Association payable upon presentation or, in default of payment, by an assessment charge on the account of these mines; in the case of gold, silver and asbestos mines, by charges to the assessment accounts of the three groups. Operators of other mines will be assessed individually.

### Saskatchewan Hours of Work Act

The provision of the Saskatchewan Hours of Work Act requiring time and one-half the regular rate to be paid for all hours worked in excess of eight in the day and 44 in the week was declared, by two orders approved by O.C. 2062/56 and O.C. 2064/56 and gazetted on October 5, again to apply to employees in garages and automobile service stations located in or within a five-mile radius of the cities of the province and the towns of Melville and Estevan.

These employees had been partially exempted from the overtime requirement by orders setting other limits after which time and one-half had to be paid. Employees in garages and service stations in the cities had been exempted by O.C. 1201/55, which permitted a nine-hour day and a 48-hour week before overtime became payable (L.G., Sept. 1955, p. 1063) and employees in the towns of Melville and Estevan by virtue of O.C. 1837/55, which provides that persons in areas outside the cities in places of employment other than offices, shops and factories may work up to 48 hours a week at the regular rate (L.G., Nov. 1955, p. 1296).

The maintenance of earnings clause in the Act having been extended to April 1, 1957 (L.G., Oct., p. 1289), employees covered by the new orders are protected against a reduction in take-home pay. However, because hours of work in garages and service stations vary with the seasons, the application of the clause has been altered to suit conditions in these places of employment. The Act provides that where the previously established weekly hours exceed 44, the employer must not reduce the previously established rate of wages of employees paid on a weekly, fortnightly, monthly or yearly basis, and that hourly, daily or piece work rates must be increased in the same proportion as hours are reduced. For purposes of these orders, "previously established hours of work" means the average number of hours the employees worked or was required to be at the disposal of the employer during the month of September for which he was paid at the regular rate or, in the case of an employee whose hours varied seasonally, the average of such hours in the 12 months preceding November 1. "Previously established rate of wages" is to be interpreted as the rate of wages paid during the month of September 1956, or, in the

*(Continued on page 1602)*

# Unemployment Insurance

## Monthly Report on Operation of the Unemployment Insurance Act

Claims for benefit, claimants on "live" file and new beneficiaries all down in September from month and year earlier. Statistics\* show 65,007 claims, 128,440 on "live" file and 40,640 new beneficiaries

Initial and renewal claims for unemployment insurance benefit in September were about 13 per cent lower than those of the previous month, and nearly 26 per cent below the figure for September 1955.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 65,007 claims were received at local offices of the Unemployment Insurance Commission across Canada, compared with 74,992 in August and 87,562 in September 1955.

Claimants having an unemployment register in the "live file" on September 28 numbered 128,440 (80,987 males and 47,453 females), as against 132,276 (82,717 males and 49,559 females) on August 31 and 145,419 (96,434 males and 48,985 females) on September 30, 1955.

Adjudications on initial and renewal claims during September totalled 63,460, and in 47,395 of these cases, claimants were "entitled to benefit". Of the 14,236 initial claims on which the claimant was "not entitled to benefit", 8,959 or 63 per cent represented cases in which the claimant was unable to establish a benefit period due to insufficiency of attachment to insured employment. Total disqualifications (i.e., those arising from initial, renewal and revised claims) numbered 12,691, the chief reasons being: "not capable of and not available for work", 3,609 cases; "voluntarily left employment without just cause", 3,444 cases, and "refused offer of work and neglected opportunity to work", 1,911 cases.

New beneficiaries during September totalled 40,640, compared with 53,182 in August and 61,203 in September 1955.

The amount of \$7,087,703 was paid during September in compensation for 376,561 weeks of recorded unemployment (including periods of disability), in comparison with

\$8,170,564 and 451,725 weeks during August and \$8,180,068 and 2,705,587 days in September 1955.

Complete weeks constituted 89 per cent (totalling 333,879) of the weeks compensated during September. Excess earnings accounted for 26,604 weeks or 62 per cent of the 42,682 weeks recorded as "partial".

The estimated average weekly number of beneficiaries for September was 99.1 thousand, for August, 102.7 and for September 1955, 109.2 thousand.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for September show that insurance books or contribution cards were issued to 4,309,217 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1956.

At September 30 employers registered numbered 287,826, an increase of 605 during the month.

### Enforcement Statistics

During September, 3,956 investigations were conducted by district investigators across Canada. Of these, 3,411 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions. The remaining 545 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 92 cases, 35 against employers and 57 against

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 194.\*

### Unemployment Insurance Fund

Revenue received in September totalled \$19,856,432.50 compared with \$22,545,506.35 in August and \$18,759,702.91 in September

1955. Benefit payments in September amounted to \$7,073,287.57, compared with \$8,152,169.44 in August and \$8,162,213.77 in September 1955. The balance in the fund at September 30 was \$891,847,648.64; at August 31 there was a balance of \$879,064,503.71 and at September 30, 1955, of \$858,246,039.70.

## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB-1292, October 10, 1956

**Summary of the Facts:** The claimant, married, 67 years of age, filed an initial application for benefit on January 19, 1956, stating that he had worked as a night cleaner at the — Hotel, —, N.S., from June 22, 1950, to January 16, 1956, when he voluntarily left because the employer had requested him to clean the coffee-shop where there had been a recent theft of cigarettes. The employer reported that the claimant had been dismissed for refusing to carry out the duties assigned to him as a night cleaner.

The insurance officer was of the opinion that the claimant's separation from employment was tantamount to leaving his job voluntarily without just cause, within the meaning of Section 60(1) of the Act. However, as he felt that there were extenuating circumstances, he imposed a disqualification of four weeks only, as of January 15, 1956.

From the decision of the insurance officer, the claimant appealed to a board of referees, before which he appeared in —, N.S., on February 21, 1956. The board unanimously dismissed the appeal on the ground that the claimant acted too hastily in leaving his employment without first making an effort to secure other work. The board held the view that the insurance officer had adequately allowed for any extenuating circumstances in the case.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire, stating that he did not voluntarily leave his employment but was dismissed; that, although he did not consider it part of his duties, he cleaned the coffee-shop one night a week on the regular man's night off, and that it was

only after cigarettes had been stolen from the coffee-shop that he refused to do this work, as he wished to avoid suspicion in the event of future thefts.

**Conclusions:** While the decision of the board of referees appears to proceed on the basis that the claimant voluntarily left his employment without just cause, the evidence indicates that he was discharged for refusing without good reason to carry on the duties assigned to him as a night cleaner. In any event the penalty under Section 60(1) is the same and the appeal must be dismissed.

### Decision CUB-1297, October 15, 1956

**Summary of the Facts:** The claimant, married, 50 years of age, filed a renewal application for benefit on March 19, 1956, stating that he had worked as an attendant at a gasoline service station from October 1, 1955, to March 10, 1956, when he left voluntarily instead of acceding to the employer's request to wear a cap while on duty.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit for the period from March 18, 1956, to April 21, 1956, because in his opinion he had voluntarily left his employment without just cause within the meaning of Section 60(1) of the Act.

From the decision of the insurance officer, the claimant appealed to a board of referees, stating that on Saturday, March 10, the employer reprimanded him, in the presence of three customers, for not wearing a cap while on duty and told him not to report for work the following Monday morning unless he was willing to wear one.

*(Continued on page 1602)*

\*These do not necessarily relate to the investigations conducted during this month.



# Labour Conditions

## in Federal Government Contracts

### Wage Schedules Prepared and Contracts Awarded during October

#### Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 151 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 187 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

#### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
R.C.M.P. ....	2	\$26,906.40

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

## Wage Claims Received and Payments Made during October

During October the sum of \$1,143.70 was collected from eight employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 85 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during October

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Dominion City Man:* Macaw & Macdonald Ltd, construction of dam & spillway. *Poplar Point Man:* Adrien Lafleche & Laramee Bros, relocation & rebuilding of dykes. *Elbow Sask:* Shoquist Construction Co Ltd, construction of pumping stations & appurtenant works. *Herbert Sask:* C E Lewis, construction of work on Francis Lake Drain. *Regina Sask:* Poole Construction Co Ltd, construction of warehouse bldg.

### Central Mortgage and Housing Corporation

*Cornwallis N S:* Standard Paving Maritime Ltd, hardsurfacing of streets & driveways for 50 units. *Halifax N S:* Julius Alme, \*installation of combination doors. *Camp Borden Ont:* Barelay Construction Ltd, construction of school. *London Ont:* Aquasoft Ltd, \*installation of soft water system, Cleve Court Apts. *Ottawa Ont:* O'Learys Ltd, \*construction of curbs, Strathcona Heights; Ted Wojdacki, \*painting of metal trim on roofs, Strathcona Heights. *Pictou Ont:* St Lawrence Contracting Co, construction of school extension. *Toronto Ont:* Farnhan Contracting Ltd, construction of ground services, Lawrence Heights. *Rivers Man:* Swanson Construction Co, construction of school extension.

### Department of Citizenship and Immigration

*Pointe Bleue Indian Agency Que:* Laurent Bergeron, construction of road on Ouatichoun IR #5, Pointe Bleue. *Christian Island Indian Agency Ont:* Fred Laurin, general maintenance at RC day school. *Dauphin Indian Agency Man:* Geo F Thompson, construction of root house at Sandy Bay IRS. *Norway House Indian Agency Man:* Emery Bros, construction of office & root house. *Meadow Lake Indian Agency Sask:* Buhler Electric Co, construction of distribution system, installation of generating equipment & electrical rewiring at Beauval IRS; William Zier, renovation of heating system at Union Lake IRS. *Blackfoot Indian Agency Alta:* Larwill Construction Co, repairs to Crowfoot IRS, Cluny; Rusco Windows (Calgary) Ltd, \*general maintenance, Crowfoot IRS. *Fort Vermillion Indian Agency Alta:* Lahey Construction Co, construction of residence, Hay Lake Reserve. *Lesser Slave Lake Indian Agency Alta:* Orvil & Olof Bue, construction of residence, High Prairie. *Kwawkwelth Indian Agency B C:* McLennan, McFeely & Prior Ltd, \*general repairs, Alert Bay IRS. *Stuart Lake Indian Agency B C:* T & E Construction, construction of teacher's residence & root house, Lejac.

### Defence Construction (1951) Limited

*Summerside P E I:* Universal Electric, construction of underground power, street lighting, fire alarm & communication system, RCAF Station. *Greenwood N S:* Albi Applicators Ltd, application of fire retardant material on interiors of hangars & lean-tos, RCAF Station. *Camp Gagetown N B:* Atlas Construction Co Ltd, extension to road. *Bagotville Que:* G M Gest Ltd, construction of power supply to readiness button, RCAF Station. *Cap de la Madeleine Que:* John F Wickenden Co Ltd, construction of combined tank hangar, RCME workshop & outside services. *St Hubert Que:* Noel Romeo & Co Ltd, construction of power supply to readiness button, RCAF Station. *St Johns Que:* Val Richelieu Construction Inc, alterations to drill hall, CMR. *St Laurent Que:* Canadair Ltd, provision of hardstands, testing area & access to runway & hangar bldg. *Valcartier Que:* Frs Jobin Inc, construction of sewage disposal plant. *Barriefield Ont:* Niagara Structural Steel Ltd., supply & erection of structural steel for bldg, RCCS School. *Camp Borden Ont:* Canadian Pacific Railway Co, \*installation of post at railway siding. *Downsview Ont:* Warren Bituminous Paving Co Ltd, construction of roads, walks & parking areas, RCAF Station. *London Ont:* Towland Construction Ltd, grading, granular base, paving & seeding, etc, Wolsley Barracks. *Petewawa Ont:* Leeds Bridge & Iron Works Ltd, supply & erection of structural steel for garage. *Uplands Ont:* Dominion Bridge Co Ltd, supply & erection of structural steel for barrack block, RCAF Station;

Universal Electric, extension of electrical distribution system, RCAF Station; Douglas Bremner Construction Ltd, construction of garages, RCAF Station. *Camp Wainwright Alta*: Canadian National Railways, \*construction of railway spur line. *Comox B C*: R & E Crushing & Contracting Co, rebuilding of road, RCAF Station; Dominion Bridge Co Ltd, supply & erection of structural steel for garages, RCAF Station.

### Building and Maintenance

*Bellefleur N B*: Wheaton Construction Co Ltd, construction of classification range, etc. *Quebec Que*: Magloire Cauchon Ltee, roof repairs & insulating, St Louis Barracks. *Valcartier Que*: W Collin Reg'd, exterior painting of 60 PMQs; Michaud & Simard Inc, paving of roads. *Barriefield Ont*: Thomas Lemmon & Sons, conversion of furnaces in PMQs. *Camp Borden Ont*: Beaver Asphalt Paving Co Ltd, reconstruction of asphalt areas & sand sealing of runway, RCAF Station. *Centralia Ont*: The Ellis Don Ltd, supply & installation of steel sash windows, RCAF Station. *Oakville, Ont*: Keewood Paving Ltd, reconstruction & repairs to driveways & roads, MQs, Surrey Park. *Edmonton Alta*: Carse, Anderson Ltd, renewal of water services to bldgs, RCAF Station; Monchak Concrete & Maintenance Ltd, resurfacing drill hall floor, Prince of Wales Armouries. *Ralston Alta*: Norman A Nowicki, repairs to range fences, Suffield Experimental Station.

### Department of Defence Production

*Torbay Nfld*: Rayner Construction Ltd, repairs to parking area & tarmac, RCAF Station. *Beaverbank N S*: R P Carey Ltd, landscaping, RCAF Station. *Cornwallis N S*: Wagg & Woodworth Ltd, interior painting, HMCS *Cornwallis*. *Dartmouth N S*: R J Frost & Co, interior painting & sanding of floors in MQs, RCN Air Station. *Halifax N S*: AlSCO Sales Halifax Ltd, installation of combination windows on barrack blocks, RCAF Station, Gorsebrook; A La Paix, alterations to bldg, HMC Dockyard. *Sydney N S*: McDonald & Robertson, rewiring & relighting of bldg, Victoria Park. *Chatham N B*: W J Kerr, landscaping at RCAF Station; Star Electric Services Ltd, refrigeration of vegetable room in ration depot bldg, RCAF Station. *Montreal Que*: Atlas Tile Flooring Co, sanding of floors & installation of linoleum, 20 Laurier St West; Bailey Plumbing Ltd, repairs to feed water line in heating plant, No 37 Depot; Chas Duranceau Ltd, repairs to road, #25 COD; Laurentian Construction Ltd, renewing windows at #1 & 3, Hillside Ave. *St Jean Que*: J R Theberge Enrg, removal of snow & ice for 1956-57 season, CMR; Andre Mercier, interior painting of Station Arena Bldg, RCAF Station. *Riviere du Loup Que*: J M Thibault, replacing heating system in armoury. *Barriefield Ont*: General Steel Wares Ltd, installation & repair of kitchen & service equipment, Mess Hall Bldg, Military Camp. *Centralia Ont*: Johnson Bros Co Ltd, construction of parking lots, RCAF Station. *Clinton Ont*: Quinte Plumbing, Heating & Electric Co, cleaning of storm & sanitary sewers, RCAF Station. *Downsview Ont*: Leaside Contracting Co Ltd, installation of storm drain, #1 Supply Depot, RCAF bldg. *Oakville Ont*: Willard & Bluj, exterior painting of PMQs, Surrey Park. *Ottawa Ont*: J R Douglas Ltd, reroofing of Canadian Army Signals Engineering Establishment Bldg, Montreal Road; O'Leary's Ltd, repairs to runway, taxi strip & tarmac areas, RCAF Station. *Petawawa Ont*: Irving & Harding Ltd, repairs to roofs & flashings, 25 Works Coy, RCE. *Picton Ont*: McNeilly-Bavington Ltd, interior painting of bldg #3, Military Camp. *Trenton Ont*: Lightfoot Construction Co, landscaping PMQ areas, RCAF Station; Lightfoot Construction Co, dumping of top soil, RCAF Station. *Wingham Ont*: D J Tarry, rebuilding of parapets & repairs to armoury. *Winnipeg Man*: A M Tallman, repairs to roads, RCAF Station. *Moose Jaw Sask*: Piggott Construction Ltd, construction of fire escape, etc, RCAF Station. *Cold Lake Alta*: Rainbow Painting & Decorating Co, painting of runways, RCAF Station. *Cardiff & River Bend Alta*: Telford Construction Co Ltd, landscaping of transmitter site & receiving site. *Esquimalt B C*: Farmer Construction Ltd, repair & painting of bldgs, HMCS *Naden*; Gregg's Reliable Window Cleaners, cleaning of windows during October 1956 to June 1957, HMC Dockyard & Royal Roads Areas. *Sea Island B C*: Peterson Electrical Construction Co Ltd, construction of outdoor substations, RCAF Station. *Victoria B C*: Ben Webb Roofing & Insulation Co, reroofing of bldgs, 11 Works Coy, RCE Work Point Barracks.

### National Harbours Board

*Montreal Que*: Pentagon Construction Co Ltd, improvements to grain elevators; Charles Duranceau Ltee, alterations to southern approach of Jacques Cartier Bridge—abutments & superstructure for subways; Charles Duranceau Ltee, construction of road,



Denonville Ramp, Section 36; Britannia Demolition Ltd, dismantling of towers at grain elevator No 1; Paul Bouchard Inc, removal of slabs & footings on site of proposed elevator.

### Department of National Revenue

*Gillespie Portage N B*: Clinton A Drake, construction of Customs-Excise office bldg & warehouse.

### Department of Public Works

*Corner Brook Nfld*: The Provincial Constructors Ltd, construction of RCMP Officers' quarters. *Twillingate Nfld*: E J Clarke, construction of federal bldg. *Charlottetown P E I*: County Construction Co Ltd, construction of RCMP officers' quarters. *Prince Edward Island National Park P E I*: Reginald A Blyth, construction of covehead inlet trestle bridge. *Souris P E I*: The J P Porter Co Ltd, \*dredging. *Wood Islands P E I*: Diamond Construction (1955) Ltd, improvements to ferry terminal. *Brule N S*: F W Digdon & Sons Ltd, \*dredging. *Carleton Village N S*: Rodney Contractors Ltd, wharf repairs. *Dartmouth N S*: Foundation Maritime Ltd, wharf reconstruction, Dept of Transport Marine Agency Wharf. *Inverness N S*: Macdonald & MacIsaac, construction of RCMP detachment quarters. *Merigomish N S*: Stanley Mason, \*dredging. *New Waterford N S*: Stephens Construction Ltd, addition & alterations to federal bldg. *Ostrea Lake N S*: Naugles Sand & Gravel Co Ltd, wharf extension. *Pictou N S*: F W Digdon & Sons Ltd, \*dredging; Central Construction Co, construction of RCMP detachment quarters. *South Ingonish N S*: Harriss & Harriss, \*dredging. *Fredericton N B*: Dobson Construction Ltd, construction of RCMP married quarters. *Douglstown Que*: Marcel Cauvier & J E Keays, \*dredging. *Havre Aubert Que*: Les Entreprises de l'Est Ltée, repairs to wharf. *Hull Que*: M Pharand Construction, alterations to kitchen, etc, National Printing Bureau. *Malbaie Que*: Beaudin & Couture, wharf repairs. *Petite Gaspé Que*: James S Watt, levelling of wharf. *Rigaud Que*: Gauthier & Frere, addition & alterations to Post Office bldg. *St Godefroi Que*: Georges K Steele, protection works. *Essex Ont*: Dean Construction Co Ltd, alterations to federal bldg. *Hamilton Ont*: Canadian Dredge & Dock Co Ltd, harbour improvements. *Kapuskasing Ont*: Denis Charbonneau, addition & alterations to federal bldg. *Lake Simcoe Ont*: The Simcoe Dock & Dredging Co Ltd, \*dredging. *Meaford Ont*: Intrusion Prepakt Ltd, breakwater repairs. *Moose Factory Ont*: Pulsifer Construction Ltd, municipal services improvements; Universal Plumbing & Heating Co Ltd, improvements to municipal services & pump house alterations. *Ottawa Ont*: William D'Aoust Construction Ltd, alterations to rooms, "B" bldg; Eagle Ltd, addition to header house, Central Experimental Farm; Ed Brunet & Sons Ltd, construction of postal station; The Tower Co Ltd, construction of low radiation laboratory, Central Experimental Farm; B Perini & Sons (Canada) Ltd, addition to Science Service Laboratory, Central Experimental Farm; Wm D'Aoust Construction Ltd, alterations to east gateway, Parliament Hill; Florian Thibault, demolition of old Supreme Court Bldg; Leopold Beaudoin Construction Ltd, alterations on 3rd & 4th floors, "C" bldg; Edgar Dagenais, alterations to 1st & 3rd floors, Canadian Bank Note bldg; L Gendron & Fils, installation of water tank, etc, Royal Canadian Mint. *Pembroke Ont*: M J Sulpher & Sons Ltd, construction of RCMP detachment quarters. *Petawawa Ont*: M Sullivan & Son Ltd, construction of residences, Forest Experimental Station. *Renfrew Ont*: M J Sulphur & Sons Ltd, addition & alterations to federal bldg. *Toronto Ont*: Teperman & Sons Ltd, demolition of bldgs, Post Office site. *Windsor Ont*: Jeff Kearn Ltd, installation of air conditioning system in Unemployment Insurance Commission Bldg. *Selkirk Man*: Joe's Co Ltd, construction of federal bldg. *Biaime Lake Sask*: Johan Lahti, construction of RCMP detachment quarters. *Esterhazy Sask*: Matheson Bros, construction of post office bldg. *Estevan Sask*: P W Graham & Sons Ltd, construction of RCMP detachment quarters. *Fort Qu'Appelle Sask*: Freoschl & Heisler Ltd, installation of service entrance & conveyor system, Staff Quarters Bldg, Indian Hospital. *Grayson Sask*: Matheson Bros, construction of post office bldg. *Punnichy Sask*: Matheson Bros, construction of RCMP detachment quarters. *Regina Sask*: Waterman-Waterbury Mfg Co Ltd, installation of hot water system & heating controls, RCMP barracks; Vulcan Iron & Engineering Ltd, modifications to boiler & oil burning units, RCMP barracks. *Swift Current Sask*: MacWilliam Construction Co Ltd, construction of RCMP officers' quarters. *Camrose Alta*: Ofrim & Ramshaw Bldg Contractors Ltd, construction of RCMP detachment quarters. *Edmonton Alta*: Burns & Dutton Concrete & Construction Co Ltd, relocation & alterations to units, Charles Camsell Indian Hospital. *Provost Alta*: C M Wood Ltd, construction of post office bldg. *Burns Lake B C*: Sorensen Construction Co Ltd, construction of RCMP

detachment quarters. *Cape Mudge B C*: Pacific Piledriving Co Ltd, breakwater repairs & improvements. *Dawson Creek B C*: Poole Construction Co Ltd, construction of federal bldg. *Esquimalt B C*: Farmer Construction Ltd, net weaving slab & launchway construction. *Massett B C*: Stange Construction Co Ltd, construction of RCMP detachment quarters. *Steveston B C*: Fraser River Pile Driving Co Ltd, wharf repairs. *Terrace B C*: C J Oliver Ltd, construction of federal bldg. *Vancouver (False Creek) B C*: B C Bridge & Dredging Co Ltd, \*dredging; Fraser River Pile Driving Co Ltd, construction of wharf & floats. *Vasseau Lake B C*: Allied Builders Ltd, \*moving dredge PWD 324 & equipment. *Yoho National Park B C*: Poole Engineering Co Ltd, grading, culverts, base course & prime coat, mile 10 to mile 16, Trans-Canada Highway. *Whitehorse Y T*: Dawson & Hall Ltd, construction of RCMP married quarters.

### Department of Transport

*Gander Nfld*: Gander Lumber Co Ltd, construction of instrument landing system for runway at airport. *Redhead N B*: J S Parker, construction of remote receiver bldg, power house & related work. *Cape Dogs Que*: Joseph Aime Simard, construction of dwelling. *Casey Que*: North Shore Construction Co Ltd, construction of roads & sidewalks at airport. *Dorval Que*: Verona Construction Ltd, installation of water mains & sewers at airport; Soulanges Paving Ltd, construction of fence at airport. *Pointe Natashquan Que*: La Construction du Nord Enrg, construction of power house & related work. *Quebec Que*: Union des Carrieres & Pavages Ltee additional development at airport. *Almonte Ont*: Howard R Davey, extension to Monitoring Station & related work. *Homer Ont*: R E Law Crushed Stone Ltd, paving of roadway, Welland Canals. *Malton Ont*: Ramsay Contracting Co Ltd, construction of localizer bldg & related work at airport; Fred A Wilson, construction of radio beacon bldg. *Windsor Ont*: Cart Paving Co Ltd, additional development at airport. *Brandon Man*: Jaska Construction Ltd, construction of omni range bldg & related work. *Rivers Man*: James Jackson Construction Ltd, additional development at aerodrome. *Moose Jaw Sask*: Asphalt Services Ltd, additional development at airport. *Calgary Alta*: Borger Bros Ltd, construction of remote receiver bldg & related work at airport. *Clover Bar, Nisku & St Alberta Alta*: Yukon Construction Co Ltd, construction of radio beacon bldgs. *Smithers B C*: Wirtanen Electric Co Ltd, installation of airport lighting facilities. *Vancouver B C*: John Laing & Son (Canada) Ltd, construction of passenger terminal bldg at airport, Sea Island.

## Prices and the Cost of Living\*

### Consumer Price Index, November 1956

Canada's consumer price index (1949=100) advanced 0.4 per cent from 119.8 to 120.3 between October and November to reach a new high. In November 1955 the index stood at 116.9.

Increases in the "other commodities and services index and, to a lesser degree, in the food index, were responsible for most of the latest change in the total index.

Higher prices for 1957 models of passenger cars, together with increases for theatre admissions, haircuts and hairdressing, some drug items and liquor, resulted in the largest monthly movement in this component of the index in several years as it rose from 121.6 to 122.8.

The food index moved from 117.4 to 117.9 as higher prices were reported for bread, milk, most canned fruits and vegetables and some fresh imported vegetables.

Fresh beef and pork declined seasonally, while cured pork prices were somewhat higher. Eggs, grapefruit, bananas and domestic-grown vegetables were lower.

The shelter index increased fractionally from 133.3 to 133.4 as the rent component advanced slightly and home-ownership remained unchanged. The clothing index was practically unchanged as it declined from 108.5 to 108.4. Women's wear was lower as price decreases for fur coats and hosiery more than offset increases for other items. Increases for men's winter overcoats, shirts and hats, as well as other minor changes, moved men's wear to a higher level. Small price increases were recorded for footwear.

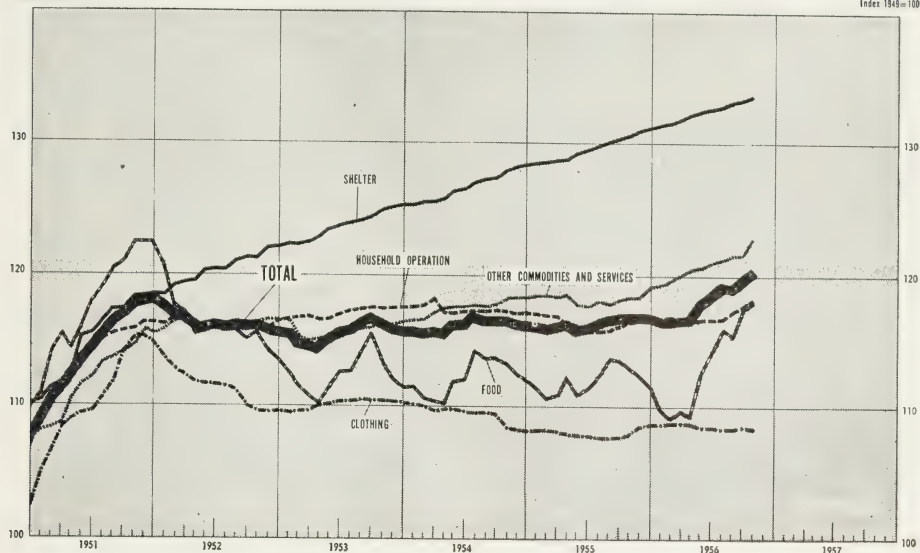
A rise in the household operation index from 117.7 to 118.1 resulted from higher prices for coal, most items of furniture, some utensils and equipment and household supplies.

\*See Tables F-1 and F-2 at back of book.

# CONSUMER PRICE INDEX FROM JANUARY 1951

Index 1949=100

Index 1949=100



Group indexes one year earlier were: food 113.0, shelter 130.6, clothing 107.9, household operation 116.5, and other commodities and services 118.3.

## City Consumer Price Indexes, October 1956

Consumer price indexes (1949=100) were higher in nine of the ten regional cities between September and October 1956, the index for St. John's registering the only decline—0.4 per cent. Increases ranged from 0.3 per cent in Saint John and Saskatoon—Regina to 0.9 per cent in Montreal, compared with an increase of 0.7 per cent in the Canada index.

Movements in the food indexes were mainly responsible for changes in the total indexes. Foods were higher in all nine cities where total indexes rose, while the food index dropped 2.1 per cent in St. John's, where the total index declined. Prices were higher in most cities for canned fruits and vegetables, jam and most cuts of pork, while beef was down somewhat in a number of cities. Coffee again moved upward in most cities. Fresh vegetables, with the exception of tomatoes and lettuce, were lower in all sections of the country. Egg prices showed little change, dropping slightly in six cities and rising fractionally in the other four. Higher fees for doctors, dentists and optical care were general in most of the ten cities.

Train fares increased in most parts of Canada, with the exception of the Maritimes.

Regional consumer price index point changes between September and October were as follows: Montreal +1.1 to 119.9; Ottawa +0.9 to 120.9; Toronto +0.8 to 122.5; Edmonton—Calgary +0.7 to 117.5; Vancouver +0.7 to 121.2; Winnipeg +0.6 to 118.1; Halifax +0.5 to 117.7; Saint John +0.4 to 120.0; Saskatoon—Regina +0.4 to 117.2; St. John's —0.4 to 106.9.\*

## Wholesale Prices, October 1956

Canada's general wholesale price index (1935-39=100) remained practically unchanged in October, declining 0.1 per cent to 227.1 from 227.4 in September. Last October the index stood at 220.0. Only two of the component groups increased over September but five of the remaining six were slightly lower.

The largest decrease was as compared with September was in non-ferrous metals, which receded 1 per cent to 193.3. Three of the groups—animal products, textile products and wood products—each declined 0.4 per cent to 235.4, 232.4 and 301.4, respectively. Vegetable products showed the smallest decline, as lower prices for potatoes, onions, corn and oats slightly outweighed increases in bread, canned corn

\*On base June 1951=100.



and peaches, soya bean oil and No. 1 mixed wheat. The non-metallic minerals group remained unchanged at 181.3, while iron products and chemical products both moved higher 0.3 per cent to 248.3 and 180.4, respectively.

**The composite index of Canadian farm** product prices at terminal markets (1935-39=100) declined 0.9 per cent to 208.0 from 209.8 in September. The corresponding movements in the regional indexes were from 226.9 to 226.4 for the East and from 192.7 to 189.5 for the West. The index for field products moved down 0.3 per cent from 160.3 to 159.9.

**Prices of building materials** were fractionally higher in October as the index of residential building materials (1935-39=100) rose from 293.3 to 293.5 and that for non-residential building materials (1949=100) rose from 129.3 to 129.5.

## U.S. Consumer Price Index, October 1956

For the fourth time in five months, the United States consumer price index rose to a new high in October; it climbed 0.5 per cent from 117.1 in mid-September to 117.7 in mid-October (1947-49=100). In mid-October 1955 it stood at 114.9.

Food prices on the average remained unchanged for the third consecutive month but prices of all other major groups of goods and services advanced.

## U.K. Index of Retail Prices, September 1956

The United Kingdom index of retail prices (Jan. 17, 1956=100) declined from 102.3 in mid-August to 102.1 in mid-September. The latest drop brought the index back almost to the 102.0 mark recorded for mid-July. Since the index was converted to the new base at the beginning of this year, the highest point reached was 102.7 in mid-April.

---

# Strikes and Lockouts

## Canada, October 1956\*

Only 10 new stoppages arose out of industrial disputes during October, fewer than for any month since May 1955. However, 30 disputes were carried over from September.

Although the total number of stoppages declined, the number of workers involved and the time lost during October were both somewhat higher than in the previous month.

Two-thirds of the idleness during October was caused by six disputes involving: textile factory workers at Montmagny and at St. Jérôme, Que.; washing machine and boiler factory workers at Toronto; electrical apparatus factory workers at St. Catharines; stevedores and office clerks at Port Alfred, Que.; and coal miners in the Glace Bay district.

Preliminary figures for October 1956 show a total of 40 strikes and lockouts in existence involving 15,315 workers with a time loss of 133,870 man-working days, compared with 48 strikes and lockouts in September 1956, with 14,069 workers involved and a loss of 111,200 days. In October 1955, there were 24 strikes and lockouts, 23,587 workers involved and a loss of 384,190 days.

For the first 10 months of 1956, preliminary figures show a total of 201 strikes and lockouts with 86,184 workers involved and a loss of 1,204,945 days. In the same period in 1955 there were 142 strikes and lockouts, 57,108 workers involved and a loss of 1,155,265 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in October 1956 was 0.15 per cent of the estimated working time; September 1956, 0.13 per cent; October 1955, 0.44 per cent; the first 10 months of 1956, 0.14 per cent; and the first 10 months of 1955, 0.13 per cent.

The demand for increased wages was a factor in 23 of the 40 stoppages in existence during October. Of the other disputes, five arose over dismissals or suspensions; four over causes affecting conditions of work; four over union questions; three over reduced wages; and one was a sympathy stoppage.

Of the 40 stoppages in existence during October, one was settled in favour of the workers, six in favour of the employers, nine were compromise settlements and three were indefinite in result, work being resumed pending final settlement. At the end of the month 21 disputes were still in existence.

\*See Tables G-1 and G-2 at back of book.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; women's clothing factory workers at Montreal on February 23, 1954; lumber mill workers at Saint John, N.B., on May 26, 1955; and newspaper printing plant workers at Montreal on April 20, 1955.)

## Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in August 1956 was 215 and 16 were still in progress from the previous month, making a total of 231 during the month. In all stoppages of work in progress, 42,400 workers were involved and a time loss of 164,000 days caused.

Of the 215 disputes leading to stoppages of work that began in August, 20, directly involving 4,100 workers, arose over demands for advances in wages, and 83, directly involving 13,000 workers, over other wage questions; seven, directly involving 600 workers, over questions as to working hours; 12, directly involving 2,700 workers, over questions respecting the employment of particular classes or persons; 88, directly involving 7,900 workers, over other questions respecting working arrangements; and three, directly involving 900 workers, over questions of trade union principle; and two, directly involving 2,100 workers, were in support of workers involved in other disputes.

### New Zealand

The New Zealand *Monthly Abstract of Statistics* for August 1956 reported 16 work stoppages resulting from industrial disputes during the second quarter of 1956. There were 4,496 workers involved and a time loss of 8,516 working days.

### United States

Preliminary figures for September 1956 show 325 work stoppages resulting from labour-management disputes beginning in the month, involving 150,000 workers. The time loss for all work stoppages in progress during the month was 1,500,000 days. Corresponding figures for August 1956 were 350 stoppages, 125,000 workers and a loss of 3,200,000 days.

---

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 100.

## Accident Prevention

1. GIDEL, ROBERT D. *Safety and Accident Prevention*. Ottawa, Dept. of Labour, 1956. Pp. 4. Canada at work broadcast No. 615.

NATIONAL SAFETY CONGRESS. 43rd, Chicago, 1955.

(The following 25 publications form part of the 43rd Congress.)

2. *Communication and Safety*, as presented in the early morning sessions... Chicago, National Safety Council, 1956. Pp. 28.

3. *Current Safety Topics in Aviation, Aeronautical Industries, Air Transport Industry*, as presented in sessions of the Aeronautical Industries and Air Transport Sections... Chicago, National Safety Council, 1956. Pp. 36.

4. *Current Safety Topics in the Chemical Industries*, as presented in sessions of the Chemical Section... Chicago, National Safety Council, 1956. Pp. 36.

5. *Current Safety Topics in the Electrical Equipment Industry and Public Utilities*, as presented in sessions of the Electrical Equipment Section and the Public Utilities Section . . . Chicago, National Safety Council, 1956. Pp. 32.

6. *Current Safety Topics in the Fertilizer Industry*, as presented in sessions of the Fertilizer Section . . . Chicago, National Safety Council, 1956. Pp. 28.

7. *Current Topics in Farm Safety*, as presented in sessions of the Farm Conference . . . Chicago, National Safety Council, 1956. Pp. 56.

8. *Current Safety Topics in the Food Industry and Meat Packing, Tanning and Leather Products Industries*, as presented in sessions of the Food, Meat Packing, Tanning and Leather Products Sections . . . Chicago, National Safety Council, 1956. Pp. 52.

9. *Current Safety Topics in the Glass and Ceramics Industry*, as presented in sessions of the Glass and Ceramics Section . . . Chicago, National Safety Council, 1956. Pp. 8.

10. *Current Safety Topics in Home Safety*, as presented in sessions of the Home Safety Conference . . . Chicago, National Safety Council, 1956. Pp. 56.

11. *Current Topics in Industrial Safety*, as presented in the subject sessions . . . Chicago, National Safety Council, 1956. Pp. 148.

12. *Current Safety Topics in the Maritime Industries*, as presented in sessions of the Maritime Section . . . Chicago, National Safety Council, 1956. Pp. 52.

13. *Current Safety Topics, Metal Products Industries, Automotive and Machine Shop Industries, Power Press and Forging Operations*, as presented in sessions of the Automotive and Machine Shop and Power Press and Forging Sections . . . Chicago, National Safety Council, 1956. Pp. 24.

14. *Current Safety Topics in the Metals Industry*, as presented in sessions of the Metals Section . . . Chicago, National Safety Council, 1956. Pp. 24.

15. *Current Safety Topics in the Mining Industry*, as presented in sessions of the Mining Section . . . Chicago, National Safety Council, 1956. Pp. 40.

16. *Current Safety Topics in the Motor Transportation Industry*, as presented in sessions of the Commercial Vehicle Section . . . Chicago, National Safety Council, 1956. Pp. 48.

17. *Current Safety Topics in Occupational Health Nursing*, as presented in sessions of the Occupational Health Nursing Section . . . Chicago, National Safety Council, 1956. Pp. 36.

18. *Current Safety Topics in the Petroleum Industry*, as presented in sessions of the Petroleum Section . . . Chicago, National Safety Council, 1956. Pp. 44.

19. *Current Safety Topics in the Printing and Publishing Industry*, as presented in sessions of the Printing and Publishing Section . . . Chicago, National Safety Council, 1956. Pp. 20.

20. *Current Safety Topics in the Pulp and Paper Industry*, as presented in sessions of the Pulp and Paper Section . . . Chicago, National Safety Council, 1956. Pp. 44.

21. *Current Safety Topics in the Rubber Industry*, as presented in sessions of the Rubber Section . . . Chicago, National Safety Council, 1956. Pp. 12.

22. *Current Topics in School and College Safety*, as presented in sessions of the School and College Division . . . Chicago, National Safety Council, 1956. Pp. 92.

23. *Current Safety Topics in the Textile Industry*, as presented in sessions of the Textile Section . . . Chicago, National Safety Council, 1956. Pp. 24.

24. *Current Topics in Traffic Safety*, as presented in sessions of the Traffic Section . . . Chicago, National Safety Council, 1956. Pp. 132.

25. *Current Safety Topics in the Transit Industry*, as presented in sessions of the Transit Section . . . Chicago, National Safety Council, 1956. Pp. 36.

26. *Current Safety Topics in the Wood Products Industry*, as presented in sessions of the Wood Products Section . . . Chicago, National Safety Council, 1956.

## Annual Reports

27. CANADA. DEPARTMENT OF LABOUR. *Report of the Director of Canadian Vocational Training for the Fiscal Year ending March 31, 1955*. Ottawa, Queen's Printer, 1956. Pp. 23.

28. CANADA. DEPARTMENT OF LABOUR. GOVERNMENT EMPLOYEES COMPENSATION BRANCH. *The Government Employees Compensation Act; Statistical Report: 1955-1956*. Ottawa, 1956. Pp. 51.

29. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Annual Report for 1955*. London, HMSO, 1956. Pp. 159.

30. NEW ZEALAND. CENSUS AND STATISTICS DEPARTMENT. *Report on Prices, Wages and Labour Statistics for the Year 1954*. Wellington, Government Printer, 1956. Pp. 75.

## Automation

31. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. RESEARCH DEPARTMENT. *Labor looks at Automation*. Washington, 1956. Pp. 24.

Discusses some of the problems caused by automation.



32. VAN AUKEN, K. G. *The Department of Labor and Automation Research*. Washington, U.S. Bureau of Labor Statistics, 1956? Pp. 15.

Speech delivered before the Society of Applied Anthropology, Yale University, Dec. 28, 1955.

### Congresses and Conventions

33. AMERICAN FEDERATION OF LABOR. *Report of the Proceedings of the 74th Convention held at New York City, N.Y., December 1 and 2, 1955*. Washington, 1956. Pp. 462.

34. AMERICAN FEDERATION OF LABOR. AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. RAILWAY EMPLOYEES' DEPARTMENT. *Official Proceedings, 11th Convention, March 5th to March 8, 1956*. Chicago, Illinois. Washington, 1956. Pp. 295.

35. CONFERENCE ON MILITARY MANPOWER, WASHINGTON, D.C., 1955. *Proceedings*. Edited by Raymond F. Howes. Washington, American Council on Education, 1955. Pp. 79.

The conference, sponsored by the American Council on Education, discussed the need for an adequate military force and such matters as the National Reserve, the Reserve Officers' Training Corps, draft deferment, etc.

36. TRADES UNION CONGRESS. *Report of Proceedings at the 87th Annual Trades Union Congress held at ...Southport, September 5 to 9, 1955*. London, 1955. Pp. 537.

### Discrimination in Employment

37. CANADA. DEPARTMENT OF LABOUR. *Change of Heart*. Ottawa, 1956. Pp. 6. Canada at work broadcast No. 617.

This broadcast is about discrimination in employment.

38. CANADA. DEPARTMENT OF LABOUR. *The Turning Point*. Ottawa, 1956. Pp. 6. Canada at work broadcast No. 616.

This broadcast is about discrimination in employment.

### Efficiency, Industrial

39. BRITISH PRODUCTIVITY COUNCIL. *Plant Maintenance in Aircraft Production, an Ammonia Plant, Ammunition Filling, Biscuit Making, a Box and Carton Factory, a Diesel Engine and Boiler Works, Engineering Workshops, Fertilizer Production, Oil Refining, Paperboard Manufacture, a Photographic Equipment Factory, Printing and Steel Tube Manufacture*. London, 1956. Pp. 58.

This booklet is designed to show the advantage of plant maintenance in preventing rather than rectifying breakdowns in the factory.

40. CRESPIN, GUY. *Two Case Histories in the Belgian Metallurgical Industry considered from the Trade Union Standpoint*. Paris, OEEC, 1956? Pp. 32.

The object of this pamphlet is "to throw light on the reactions of the branches of the two trade union confederations towards technical developments in their works, the attempts made to sound trade union opinion on this point, the consequent improvement of information given to the staff, and schemes for sharing with the workers the extra earnings achieved by productivity."

41. ETEVENON, JACQUES. *A French Shoe Factory*. Paris, OEEC, 1956? Pp. 24.

Tells how a small shoe factory was able to increase its wages by 40 per cent and at the same time reduce its selling price by 15 per cent by means of joint management-employee co-operation.

42. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Industrial Engineering, Organization and Practices*, by Michael L. Eby. New York, c1956. Pp. 56.

Industrial engineering includes among other things the following: time and motion study, methods improvement, production standards, wage incentives, plant layout, production control, and job evaluation. The contents of this study are as follows: Industrial Engineering Functions; Position in Company Organization; Organization of Industrial Engineering; Operating Methods; Outside Assistance; Budgeting and Accounting; Personnel; and Case Studies.

43. UNITED STEELWORKERS OF AMERICA. *For Best Results 'C.W.S.' Measures Jobs. A Summary of the Co-Operative Wage Study for Clerical and Technical Jobs*. Toronto, 1955. Pp. 4.

44. VERMEULEN, AD. *Job Evaluation in the Netherlands*. Paris, OEEC, 1956? Pp. 28.

The introduction of job evaluation in the Netherlands and the consequent investigation of efficiency in factories revealed many shortcomings and resulted in reorganization and increased productivity.

### Employment Management

45. AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES. CIVIL SERVICE DEPARTMENT. *Longevity Pay Provisions in Several City, County, and State Services and in the Federal Government*. Madison, Wisc., 1956. Pp. 16.

46. BAUMBACK, CLIFFORD MASON. *Merit and Seniority as Factors in Promotion and In-Grade Progression*. Iowa City, Bureau of Labor Management, College of Commerce, State University of Iowa, 1956. Pp. 23.

This report, in part, analyzes arbitrators' decisions in disputes involving the application of merit and seniority clauses in labor agreements.

47. BLUMBERG, MARK S. *A Syllabus on Work Absence*, by Mark S. Blumberg and James A. Coffin. Chicago, American Medical Association, 1956. Pp. 22.

Defines, classifies, measures, gives reasons for and selects major factors for absence.

48. MANDEL, MILTON M. *Recruiting and Selecting Office Employees*. New York, American Management Association, c1956. Pp. 175.

Discusses such selection methods as application blanks, tests, interviews and reference inquiries. The author emphasizes the need for proper placement, for picking out promotable employees and for choosing the right supervisors.

49. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Improving Staff and Line Relationships*, by Louis A. Allen. New York, c1956. Pp. 99.

A study and analysis of the staff and line relationship currently existing in American business and industry based on data collected by interviewing over 300 executives in 78 different companies. "The line organization consists of those divisions and departments which are responsible for accomplishing the primary objectives of the company." The staff organization "consists of those departments and positions which exist to provide advice and service to the line in helping it to accomplish its objective."

50. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Measuring Salesmen's Performance*, by George M. Umemura. New York, c1956. Pp. 55.

Management measures salesmen's performance for the following reasons: (1) to determine how much each salesman should be paid; (2) to appraise and improve the quality of work performed by each salesman; (3) to determine which salesmen should be promoted.

51. PHELAN, VINCENT CYRIL. *Training and Apprenticeship in Industry*. Ottawa, Dept. of Labour, 1956. Pp. 4. Canada at work broadcast No. 613.

52. U.S. CIVIL SERVICE COMMISSION. *A Guide for the Placement of the Physically Handicapped*. 5th ed. Part 4. *Positions in Five Technical Agencies: Bureau of Mines, Civil Aeronautics Administration, Geological Survey, National Bureau of Standards, Weather Bureau*. Washington, G.P.O., 1956. Pp. 273.

## Industrial Relations

53. ALLEN, ARTHUR POTTER. *Industrial Relations in the California Aircraft Industry*, by Arthur P. Allen and Betty V. H.

Schneider. Berkeley, Institute of Industrial Relations, University of California, 1956. Pp. 59.

The authors trace the history of industrial relations in the California aircraft industry from 1935 to the present. Some factors which have influenced collective bargaining in the industry were the unstable economic position of the industry, jurisdictional disputes between the two major unions, continuous turnover of employees and the anti-union attitude of many employees.

54. CALLOWAY, ERNEST. *The Nature and Structure of the Collective Bargaining Agreement*. St. Louis, Research Department, Joint Council of Teamsters No. 13, International Brotherhood of Teamsters, 1956. Pp. 34.

"This extended outline...is part of the course of the Basic Leadership class for new shop stewards conducted by Teamsters Local 688. It is intended to serve only as a discussion guide..."

55. MINNESOTA. UNIVERSITY. INDUSTRIAL RELATIONS CENTER. *The Industrial Relations Center, University of Minnesota*. Minneapolis, c1956. Pp. 32.

Gives a brief history of the Industrial Relations Center, describes some of the services provided and outlines the courses taught.

56. SCHNEIDER, BETTY V. H. *Industrial Relations in the Pacific Coast Longshore Industry*, by Betty V. H. Schneider and Abraham Siegel. Berkeley, Institute of Industrial Relations, University of California, 1956. Pp. 89.

Before 1948 there were numerous strikes in the West Coast longshore industry. Since then the employers and the unions have settled their disputes through arbitration and by effective collective bargaining.

## Insurance, Unemployment

57. UNTERBERGER, S. HERBERT. *Guaranteed Wage and Supplementary Unemployment Pay Plans*. Chicago, Commerce Clearing House, 1956. Pp. 189.

Explains what the guaranteed annual wage is and mentions some problems that have arisen and some proposed solutions. The texts of the following plans are given: Ford Motor Company and UAW, American Can Company and United Steelworkers of America, and Continental Can Company, Inc. and United Steelworkers of America.

58. WERMEL, MICHAEL T. *Postwar Changes in California Unemployment Insurance Experience, 1946-1950 to 1951-1955*. Pasadena, Industrial Relations Section, California Institute of Technology, 1956. Pp. 19.

Shows the nature and extent of changes in the California unemployment insurance program during the decade after the war.

## Labour Laws and Legislation

59. KELLEY, WILLIAM J. *'Right-to-Work' Laws; Three Moral Studies* by an Oblate Father (William J. Kelley), an eminent Rabbi (Israel Goldstein), a Methodist Dean (Walter G. Muelder). Washington, International Association of Machinists, 1955. Pp. 55.

These articles deal with the question of union security.

60. U.S. WOMEN'S BUREAU. *Digest of 1955 State Legislation of Special Interest to Women Workers*. Washington, 1956. Pp. 11.

## Labour Organization

61. LAWSON, GEORGE W. *History of Labor in Minnesota*. Saint Paul, Minnesota State Federation of Labor, 1956. Pp. 623.

The author was Secretary of the Minnesota State Federation of Labor from 1914 to January 1, 1954, when he retired and was named Secretary Emeritus.

62. MEANY, GEORGE. *The Trade Union Movement in Relation to World Affairs*. Ottawa, Dept. of Labour, 1956. Pp. 3. Canada at work broadcast No. 614.

63. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Welfare and Pension Plans Investigation*. Final report of the Committee on Labor and Public Welfare submitted by its Subcommittee on Welfare and Pension Funds, pursuant to S. Res. 225, 83d Congress, and S. Res. 40, as extended by S. Res. 200 and S. Res. 232, 84th Congress, together with supplemental views of Mr. Allott and statement of Mr. Neely. Washington, GPO, 1956. Pp. 365.

"The report summarizes hearings and studies of the Subcommittee and staff in the field of employee welfare and pension plans, and there is included the Subcommittee's conclusions and recommendations respecting legislation." The Subcommittee discusses some of the abuses in the administration of the plans.

64. U.S. CONGRESS. SENATE. REPUBLICAN POLICY COMMITTEE. *Labor Union Political Expenditures*. Washington, 1955. 1 Vol. (various pagings).

Under American law the treasurer of a political committee, at stated times of the year, must file with the Clerk of the House of Representatives a report listing receipts and expenditures and giving certain other information. This report contains a tabulation of the political contributions which the principal labor political organizations say they made during the years 1953, 1954, and the early part of 1955.

## Labouring Classes

65. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Eighth Annual Meeting, New York City, December 28-30, 1955*. Edited by L. Reed Tripp. Madison, 1956. Pp. 385.

Partial contents: Major Trends in American Trade Union Development, 1933-1955. State and Federal Jurisdiction in Labor Relations, Unemployment Compensation in a Private Enterprise Economy. Are Union Practices Monopolistic? Comparative Studies of Foreign Labor Movements. Role of the Union in Plant. Decision Making in Local Unions.

66. LIPSET, SEYMOUR MARTIN. *Social Mobility and Urbanization*. Berkeley, 1956. Pp. 220-228.

This report suggests that immigrants or migrants into large cities take over lower-status jobs while those born in the city move up in the occupational structure. This study is based on the Oakland labor-mobility survey conducted among 935 principal wage earners by the Institute of Industrial Relations, University of California, Berkeley in 1949 and 1950.

67. LONDON. CHAMBER OF COMMERCE. *Final Report on the Working of the London Docks*. London, 1955. Pp. 9.

The London Chamber of Commerce made a survey in order to suggest ways of reducing delays to goods passing through the London Docks.

## Occupations

68. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Carpentry Trade*. Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1955. Pp. 54.

This analysis serves among other things as a guide to foremen and others who do training on the job and as a suggestion for programs in industry and for courses of study in vocational schools.

69. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Advertising*. 2d ed. London, HMSO, 1956. Pp. 24.

Discusses positions in the advertising profession, personal qualities, educational qualifications and professional training and openings and salaries.

70. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Fitters, Turners, Machinists*. London, HMSO, 1956. Pp. 36.

This booklet is intended to inform young men about the kind of work that fitters, turners and skilled machinists do and to answer certain questions about working conditions in their occupations.



71. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Hotel and Catering Occupations*. 2nd ed. London, HMSO, 1956. Pp. 32.

This pamphlet gives information about occupations in hotels, restaurants, hotel catering, ships' catering, training, promotion, and working conditions.

72. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Orthoptist*. London, HMSO, 1956. Pp. 12.

An orthoptist investigates and treats squint and similar forms of eye trouble.

## Older Workers

73. CHICAGO HEART ASSOCIATION. *Problems of Retirement in Industry*. Chicago, Chicago Heart Association in Co-operation with The Chicago Association of Commerce and Industry, c1956. Pp. 64.

The topics discussed in this pamphlet are: postponing premature retirement; when should a man be retired? and approaches to retirement.

74. TAIETZ, PHILIP. *Adjustment to Retirement in Rural New York State*, by Philip Taietz, Gordon F. Streib and Milton L. Barron. Ithaca, New York State College of Agriculture, 1956. Pp. 32.

75. U.S. BUREAU OF EMPLOYMENT SECURITY. *Older Applicants at Public Employment Offices, Special Survey, November 1954*. Washington, 1955. Pp. 33.

This pamphlet points out that almost one-third of the unemployed are more than 45 years of age and over one-fourth of all job applicants at public employment offices are in this over-45 group.

## Productivity

76. CHAPPELL, F. E. *Productivity through Joint Consultation based on a Study in a British Engine Works*. Paris, OEEC, 1956? Pp. 12.

This report tells about joint consultation in effect since July 1948 at the factory of Petters Ltd., Staines, England, which manufactures oil and gasoline engines. The works council was consulted with a view to increasing productivity in the firm.

77. EUROPEAN CONGRESS ON PRODUCTIVITY IN THE TEXTILE INDUSTRY, OSTEND, BELGIUM, 1955. *Proceedings*. Ostend, 6-8th July 1955. Project No. 245. Paris, European Productivity Agency of the OEEC, 1956. 3 Vols.

Vols. 1 and 2 contain proceedings; Vol. 3 contains technical annexes.

The following four topics were discussed:

1. Vocational and management training to increase productivity;
2. Exchange of experience between firms on productivity matters;

3. The organization of technical research to increase productivity;

4. Human relations and their role in increasing productivity.

78. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Productivity in Industry; a Round Table Discussion*. New York, 1956. Pp. 40.

Contents: The Record since the War, by Ewan Clague. Productivity and Wages, by John T. Dunlop. Portents for the Future, by George G. Hagedorn.

## Vocational Guidance

79. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Careers Guide, Opportunities in the Professions and in Business Management*. London, HMSO, 1956. Pp. 140.

This book is intended as a guide to young men and women in choosing a professional, technical or business career. Over 100 occupations are briefly discussed.

80. NEW YORK (CITY). BOARD OF EDUCATION. *Guidance in Vocational High Schools*. New York, 1955. Pp. 57.

Describes what is done and what is planned in orienting new guidance workers in New York City vocational high schools.

81. U.S. BUREAU OF EMPLOYMENT SECURITY. *Job Guide for Young Workers*. 1956-57 ed. Washington, GPO, 1956. Pp. 67.

Over 80 jobs are listed with information concerning employment prospects, qualifications for jobs, duties, opportunities for advancement, how and where job is obtained and characteristics of job.

## Wages and Hours

82. CANADA. BUREAU OF STATISTICS. *Teachers' Salaries and Qualifications, 1953-1954*. Ottawa, Queen's Printer, 1956. Pp. 69.

83. INTERNATIONAL FEDERATION OF INDUSTRIAL ORGANIZATIONS AND GENERAL WORKERS' UNIONS. *Report on Wages and Conditions of Employment in the Pottery Industry of Some Countries*. Amsterdam, 1956. Pp. 51.

Deals with wages, collective agreements, overtime, shift work, hours, holidays, etc. in the pottery industry in several Western European countries. There is a section dealing with the replies of unions in 11 countries to a questionnaire on the problem of silicosis.

84. NATIONAL OFFICE MANAGEMENT ASSOCIATION. *Office Salaries, a Guide to 1956 Salary Rates*. Philadelphia, c1955. Pp. 32.

This report includes information from 4,631 companies in 95 cities in the U.S. and 423 companies in 10 Canadian cities covering a total of over 350,000 office clerical workers in Canada and the U.S.

85. OHIO. DEPARTMENT OF INDUSTRIAL RELATIONS. *Ohio Wage-Hour Survey, March 1955*. Columbus, 1956. Pp. 175.

This survey covers 65,500 workers in 15 industries. The three major industry groups covered are: retail trade, eating and drinking places and service trades.

86. U.S. BUREAU OF LABOR STATISTICS. *Occupational Wage Survey*. Washington, GPO, 1956. 6 parts.

Contents: Los Angeles-Long Beach, Calif., March 1956. Providence, Rhode Island, March 1956. Chicago, Illinois, April 1956. Portland, Oregon, April 1956. New York, New York, April 1956. Atlanta, Georgia, April 1956.

87. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Motortruck Drivers and Helpers, July 1, 1955*. Washington, GPO, 1956. Pp. 36.

The information in this report was based on union scales in effect on July 1, 1955, and covered about 265,000 drivers and 40,000 helpers in 52 American cities with populations of 100,000 or more.

## Women

88. INTERNATIONAL CENTER OF FREE TRADE UNIONISTS IN EXILE. *Women in Eastern Europe*. Paris, 1956. Pp. 46.

Examines the status of women in Albania, Bulgaria, Hungary, Poland, Rumania and Czechoslovakia.

89. INTERNATIONAL CONFERENCE FOR WOMEN WORKERS, HEIDELBERG, 1956. *Report on the International Conference for Women Workers... Heidelberg, 24-26 May, 1956*. Amsterdam, International Federation of Industrial Organizations and General Workers' Unions, 1956. 1 Vol. (various pagings).

The conference discussed the question of equal pay for equal work among other matters relating to women workers.

## Workmen's Compensation

90. ITALY. NATIONAL EMPLOYMENT INJURIES INSURANCE INSTITUTE. *The Compulsory Insurance of Employment Injuries and Occupational Diseases in Italy*. Rome, 1956. Pp. 23.

Deals with provisions for workmen's compensation, accident and health insurance in Italy.

91. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Claims for Work Injuries settled during 1955; Statistical Report*. Toronto, 1956. Pp. 38.

## Miscellaneous

92. CANADA. BUREAU OF STATISTICS. *The Canadian-Born in the United States*. Ottawa, Queen's Printer, 1956. Pp. 36.

Reviews the trend of emigration from Canada to the U.S. in this century and describes some of the characteristics of Canadians living in the U.S. at the time of the 1950 census.

93. CANADIAN WELFARE COUNCIL. *Health Insurance; What are the Issues?* Ottawa, 1956. Pp. 60.

A survey of the present situation of health insurance in Canada. The appendices contain information on health insurance plans in Great Britain, New Zealand and Scandinavia.

94. HAMMOND, RICHARD JAMES. *Food. Volume 2. Studies in Administration and Control*. London, HMSO and Longmans, Green 1956. Pp. 835.

This volume consists of a number of monographs falling into three groups: Foods mainly home-produced; Emergency and Communal Feeding; and, Rationing as an Administrative Problem.

95. INTERNATIONAL CENTER OF FREE TRADE UNIONISTS IN EXILE. *The New Generation in Eastern Europe*. Paris, 1956. Pp. 51.

This pamphlet concerns young people, whose ages range from twenty to thirty, who have grown up under communist regimes in Eastern Europe since the War.

96. NEW YORK (CITY). DEPARTMENT OF LABOR. *The Check-off of Union Dues in Municipal Government*, by Sidney W. Salsburg. New York, 1956. Pp. 34.

Summarizes the answers of 321 civic officials to a questionnaire sent out to 512 United States cities having a population of 25,000 or more persons.

97. OIL, CHEMICAL AND ATOMIC WORKERS INTERNATIONAL UNION. RESEARCH AND EDUCATION DEPARTMENT. *Steward's Grievance Guide*. Denver, 1956. Pp. 28.

This pamphlet is concerned with: (1) defining a grievance; (2) showing how to get the facts of a grievance; (3) showing how to write up a grievance; (4) showing how to process grievances.

98. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. MANPOWER COMMITTEE. *Demographic Trends in Western Europe, 1951-1971; a Report*. Paris, 1956. Pp. 155.

Estimates future trends in the population of working age in 15 countries.

99. SCHWAB, ROBERT E. *The Role of the Supervisor in Industry*. Ottawa, Dept. of Labour, 1956. Pp. 3. Canada at work broadcast No. 612.

100. UNITED NATIONS. DEPARTMENT OF ECONOMICS AND SOCIAL AFFAIRS. *World Economic Survey, 1955*. New York, 1956. Pp. 201.

---

## Decisions of the Umpire

*(Continued from page 1587)*

He stated also that he had not worn a hat for the past 25 years and, as he did not feel inclined to do otherwise, he had decided to leave his job voluntarily rather than face a dismissal.

Commenting on the statements made by the claimant in his appeal to the board of referees, the employer stated that the matter of wearing a hat while on duty had been discussed at the station for some months prior to the incident; that it was the policy of the company to have its attendants properly dressed while on duty; and that the claimant had been told that the cap was just as much a part of the uniform as anything else. He stated also that the claimant resigned on the Saturday evening of March 10 after he had instructed him not to report for work on Monday morning without his cap.

The board of referees heard the case in —, Ont., on May 18, 1956. The majority of the board felt that, while the claimant should have complied with the employer's request, the employer showed little tact in reprimanding the claimant in the presence

of customers, and that the circumstances of the case justified its decision to reduce the period of disqualification from six to three weeks.

From the decision of the board of referees, the claimant appealed to the Umpire on June 18, 1956.

**Conclusions:** On the facts before me, I have to agree with the majority finding of the board of referees.

I cannot find that the employer's request was unreasonable, or that the claimant's conduct in telling his employer that he "hadn't worn a hat for the last 25 years and...had no intention of starting now" was not reprehensible.

That the employer may have contravened the rules of propriety in taking his attendant to task in the presence of customers and that the whole question was not too serious have been taken into consideration by the board which reduced the period of disqualification to three weeks.

For those reasons the appeal must be dismissed.

---

## ILO Maritime Convention

*(Continued from page 1541)*

food supply and catering service for the crews of its sea-going vessels, whether publicly or privately owned, which are engaged in the transport of cargo and passengers for the purpose of trade and registered in a territory for which this Convention is in force". The Convention then lays down ways by which such a proper standard may be maintained, including framing and enforcement of regulations, inspection, certification, training, research, education and propaganda.

Countries ratifying ILO conventions bind themselves to observe their provisions and to report annually to the ILO on the

manner in which these provisions are being implemented. These reports are subject to examination every year by a committee of independent experts and by the International Labour Conference.

---

## Recent Regulations

*(Continued from page 1585)*

case of an employee in an occupation where a range of rates had been established, the rate actually paid in September 1956.

The new orders took effect November 1.



# Labour Statistics

	PAGE
Tables A-1 and A-2—Labour Force.....	1603
Table B-1—Labour Income.....	1604
Tables C-1 to C-6—Employment, Hours and Earnings.....	1605
Tables D-1 to D-6—Employment Service Statistics.....	1610
Tables E-1 to E-4—Unemployment Insurance.....	1620
Tables F-1 and F-2—Prices.....	1623
Tables G-1 and G-2—Strikes and Lockouts.....	1624

## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED SEPTEMBER 22, 1956**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,773	120	429	1,623	2,110	1,019	472
Agricultural.....	843	*	46	171	222	377	24
Non-agricultural.....	4,930	117	383	1,452	1,888	642	448
Males.....	4,424	100	337	1,265	1,557	807	358
Agricultural.....	786	*	44	167	206	345	22
Non-agricultural.....	3,638	98	293	1,098	1,351	462	336
Females.....	1,349	20	92	358	553	212	114
Agricultural.....	57	*	*	*	16	32	*
Non-agricultural.....	1,292	19	90	354	537	180	112
All ages.....	5,773	120	429	1,623	2,110	1,019	472
14—19 years.....	569	14	44	198	179	101	33
20—24 years.....	721	19	54	232	244	126	46
25—44 years.....	2,645	55	189	743	974	461	223
45—64 years.....	1,595	30	120	396	613	286	150
65 years and over.....	243	*	22	54	100	45	20
<i>Persons with Jobs</i>							
All status groups.....	5,676	117	419	1,583	2,076	1,014	467
Males.....	4,344	97	328	1,233	1,528	803	355
Females.....	1,332	20	91	350	548	211	112
Agricultural.....	841	*	46	170	221	377	24
Non-agricultural.....	4,835	114	373	1,413	1,855	637	443
Paid Workers.....	4,455	103	336	1,285	1,723	604	404
Males.....	3,252	86	256	959	1,220	432	299
Females.....	1,203	17	80	326	503	172	105
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	97	*	10	40	34	*	*
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,979	140	457	1,425	1,602	803	462
Males.....	923	34	98	237	278	170	106
Females.....	4,056	106	359	1,188	1,324	723	356

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended Sept. 22, 1956		Week Ended Aug. 18, 1956		Week Ended Sept. 17, 1955	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	108	100	110	99	150	135
Without Jobs.....	97	91	103	93	138	125
Under 1 month.....	44	—	44	—	66	—
1—3 months.....	34	—	37	—	40	—
4—6 months.....	10	—	11	—	14	—
7—12 months.....	*	—	*	—	10	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	11	*	*	*	12	10
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	*	*	*

(<sup>1</sup>) To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

\* Less than 10,000.

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	73	329	70	252	217	35	976
1954—Average.....	73	323	69	261	239	35	1,000
1955—Average.....	77	342	78	278	256	37	1,068
1955—September.....	84	354	94	287	266	38	1,123
October.....	86	354	100	288	264	38	1,131
November.....	86	354	89	292	268	39	1,128
December.....	85	357	78	293	265	39	1,117
1956—January.....	75	349	71	280	263	39	1,077
February.....	79	358	69	282	264	38	1,090
March.....	70	365	70	284	266	39	1,094
April.....	68	371	79	291	277	40	1,126
May.....	78	377	92	301	281	40	1,169
June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223
August.....	98	382R	108R	319	286	43R	1,236R
September.....	99	386	110	324	299	43	1,261

R: Revised.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At September, employers in the principal non-agricultural industries reported a total employment of 2,845,412.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1953—Jan. 1.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1.....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1.....	110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1.....	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1.....	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
1954—Jan. 1.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1.....	112.9	155.5	137.2	58.93	108.3	150.8	138.4	60.87
Oct. 1.....	113.4	157.1	137.9	59.25	108.1	151.8	139.6	61.39
Nov. 1.....	112.5	157.2	139.2	59.78	106.3	150.5	140.8	61.89
Dec. 1.....	112.1	156.2	138.7	59.59	105.4	149.7	141.2	62.07
1955—Jan. 1.....	109.1	149.2	136.1	58.49	103.2	143.5	138.3	60.80
Feb. 1.....	105.8	148.8	140.0	60.15	103.6	148.2	142.2	62.53
Mar. 1.....	105.6	150.3	141.7	60.88	105.7	152.5	143.5	63.11
Apr. 1.....	105.7	150.0	141.2	60.68	106.5	154.2	143.9	63.28
May 1.....	107.4	153.1	141.9	60.96	107.3	156.6	145.1	63.81
June 1.....	111.7	158.8	141.4	60.76	109.3	158.9	144.5	63.54
July 1.....	115.3	164.1	141.7	60.87	111.6	161.5	143.9	63.28
Aug. 1.....	116.1	166.0	142.3	61.13	111.4	161.0	143.7	63.18
Sept. 1.....	118.3	169.0	142.2	61.11	114.0	164.9	143.8	63.24
Oct. 1.....	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1.....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1.....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1.....	114.6	162.2	140.9	60.54	109.8	156.9	142.1	62.47
Feb. 1.....	112.3	164.0	145.3	62.43	110.2	164.0	147.9	65.05
Mar. 1.....	113.2	167.3	147.1	63.20	112.3	168.5	149.1	65.57
Apr. 1.....	113.5	168.4	147.6	63.43	113.4	171.2	150.1	66.02
May 1.....	115.2	172.3	148.8	63.93	114.1	174.2	151.7	66.70
June 1.....	119.7	179.0	148.8	63.93	115.4	175.6	151.1	66.46
July 1.....	124.2	187.6	150.3	64.56	118.0	180.6	152.1	66.89
Aug. 1.....	125.4	189.9	150.8	64.77	117.9	179.2	151.1	66.44
Sept. 1.....	125.5	190.5	151.2	64.94	117.8	179.6	151.6	66.64

Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).



# TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(The latest figures are subject to revision)

(1949 = 100)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1 1956	Aug. 1 1956	Sept. 1 1955	Sept. 1 1956	Aug. 1 1956	Sept. 1 1955
(a) Provinces						
Newfoundland.....	155.8	153.8	144.1	58.48	59.24	55.88
Prince Edward Island.....	127.3	122.6	123.6	46.92	48.03	44.41
Nova Scotia.....	106.6	105.9	101.6	53.29	53.42	50.32
New Brunswick.....	116.7	116.5	111.4	55.95	55.25	51.49
Quebec.....	125.0	124.2	117.6	62.45	61.95	58.90
Ontario.....	123.2	124.1	117.0	67.07	67.15	63.47
Manitoba.....	113.8	113.0	109.6	61.85	61.82	58.60
Saskatchewan.....	130.2	130.7	126.3	63.52	62.48	58.81
Alberta (including Northwest Territories).....	161.8	162.7	143.8	68.17	67.16	62.66
British Columbia (including Yukon).....	131.0	129.0	121.8	70.76	70.94	65.94
<b>Canada.....</b>	<b>125.5</b>	<b>125.4</b>	<b>118.3</b>	<b>64.94</b>	<b>64.77</b>	<b>61.11</b>
(b) Metropolitan Areas						
St. John's.....	133.6	130.5	131.7	47.17	49.32	45.77
Sydney.....	92.7	92.8	89.7	65.39	64.09	62.46
Halifax.....	120.5	118.4	113.0	52.07	52.48	49.76
Saint John.....	100.7	97.4	96.5	49.36	49.96	49.57
Quebec.....	116.2	116.4	112.5	54.03	53.71	52.00
Sherbrooke.....	110.9	110.7	104.6	53.99	51.48	50.14
Three Rivers.....	127.3	127.2	111.2	61.56	61.03	59.02
Drummondville.....	75.9	75.5	76.7	55.64	53.37	53.08
Montreal.....	122.5	120.7	115.8	63.62	63.12	60.38
Ottawa—Hull.....	123.2	123.4	117.1	59.85	59.34	57.10
Peterborough.....	107.1	106.8	96.6	68.77	68.77	63.50
Oshawa.....	167.7	174.7	160.2	73.90	73.19	67.41
Niagara Falls.....	138.0	132.7	146.0	69.21	69.57	64.35
St. Catharines.....	129.5	128.0	119.7	73.71	74.64	70.15
Toronto.....	129.1	128.0	122.3	67.95	68.05	64.91
Hamilton.....	114.5	115.2	110.3	70.10	70.28	66.30
Brantford.....	81.3	90.3	84.4	59.39	62.85	59.23
Galt.....	109.0	110.2	101.1	59.26	58.93	55.56
Kitchener.....	115.4	116.0	109.4	61.72	60.26	59.70
Sudbury.....	143.3	140.8	133.5	77.93	78.27	76.69
London.....	117.7	118.3	114.6	61.86	61.18	58.86
Sarnia.....	137.3	142.7	126.1	82.98	81.64	74.14
Windsor.....	86.3	107.7	82.5	71.66	71.03	72.26
Sault Ste. Marie.....	136.2	135.6	122.0	83.48	78.62	73.85
Pt. William—Pt. Arthur.....	118.5	117.6	114.5	66.71	67.14	62.74
Winnipeg.....	109.4	109.2	107.2	58.11	58.30	56.03
Regina.....	122.3	121.9	119.1	60.12	59.86	56.47
Saskatoon.....	127.9	127.5	124.3	57.13	56.79	54.86
Edmonton.....	187.5	186.4	165.5	66.20	64.26	60.78
Calgary.....	163.6	167.4	148.8	62.84	62.05	59.70
Vancouver.....	123.2	121.3	113.6	68.12	67.00	63.61
Victoria.....	124.8	121.5	120.0	60.98	61.70	59.56

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1 1956	Aug. 1 1956	Sept. 1 1955	Sept. 1 1956	Aug. 1 1956	Sept. 1 1955
<b>Mining</b> .....	<b>128.8</b>	<b>128.2</b>	<b>117.4</b>	<b>77.76</b>	<b>77.49</b>	<b>73.34</b>
Metal mining .....	132.4	130.5	121.0	79.86	79.91	76.20
Gold .....	76.4	77.4	81.5	70.20	69.50	67.99
Other metal .....	184.2	179.8	157.8	83.58	84.06	80.16
Fuels .....	113.7	113.8	102.5	77.53	76.81	71.54
Coal .....	64.9	66.2	66.5	61.06	60.56	59.36
Oil and natural gas .....	273.4	269.4	221.5	90.33	89.88	83.59
Non-metal .....	160.2	162.3	147.9	70.35	70.10	66.54
<b>Manufacturing</b> .....	<b>117.8</b>	<b>117.9</b>	<b>114.0</b>	<b>66.61</b>	<b>66.44</b>	<b>63.24</b>
Food and beverages .....	123.6	118.8	124.6	56.63	57.51	54.62
Meat products .....	130.2	130.3	123.3	66.09	66.28	65.33
Canned and preserved fruits and vegetables .....	181.7	143.1	213.9	40.46	44.37	43.96
Grain mill products .....	103.4	105.2	106.7	65.25	65.38	62.18
Bread and other bakery products .....	110.2	110.9	110.0	57.84	57.75	53.74
Biscuits and crackers .....	99.0	96.9	100.6	49.87	48.67	47.72
Distilled and malt liquors .....	114.1	112.4	108.4	75.40	74.45	71.45
Tobacco and tobacco products .....	79.6	80.0	78.7	63.94	65.66	62.16
Rubber products .....	116.5	114.6	113.4	66.16	66.06	63.66
Leather products .....	90.1	89.5	87.7	45.77	45.26	44.63
Boots and shoes (except rubber) .....	94.1	94.1	90.5	43.64	43.27	42.81
Textile products (except clothing) .....	86.4	86.6	85.7	53.95	52.36	51.73
Cotton yarn and broad woven goods .....	90.3	90.4	87.3	51.25	48.75	49.97
Woollen goods .....	74.7	74.4	72.8	51.45	50.90	49.72
Synthetic textiles and silk .....	83.7	85.2	86.7	61.63	58.99	56.66
Clothing (textile and fur) .....	93.8	90.9	93.1	44.14	42.98	42.04
Men's clothing .....	102.1	99.4	97.9	43.20	41.53	40.79
Women's clothing .....	92.6	86.5	92.9	46.06	45.14	42.83
Knit goods .....	80.4	79.2	82.0	43.58	42.53	43.08
Wood products .....	116.7	117.4	115.4	58.42	57.09	56.59
Saw and planing mills .....	121.2	122.8	122.2	59.73	58.48	57.90
Furniture .....	112.8	110.7	108.1	57.70	55.87	55.31
Other wood products .....	103.4	105.2	97.7	52.89	52.15	51.79
Paper products .....	129.5	128.8	124.4	80.29	80.83	75.84
Pulp and paper mills .....	133.5	133.3	128.8	86.23	86.79	81.16
Other paper products .....	119.8	117.7	113.5	64.11	64.36	61.13
Printing, publishing and allied industries .....	115.2	115.1	111.7	71.65	71.60	67.40
Iron and steel products .....	112.5	113.5	105.3	75.61	74.40	71.75
Agricultural implements .....	45.4	62.9	63.2	68.81	73.73	66.07
Fabricated and structural steel .....	155.9	152.3	129.9	79.86	79.32	74.72
Hardware and tools .....	109.5	108.4	103.9	71.80	71.35	66.93
Heating and cooking appliances .....	110.0	107.4	96.3	64.56	63.00	62.60
Iron castings .....	103.4	104.8	98.7	72.52	72.98	71.87
Machinery manufacturing .....	125.5	123.9	109.5	73.29	71.19	69.06
Primary iron and steel .....	127.9	126.6	115.4	86.18	82.69	78.81
Sheet metal products .....	116.8	117.2	114.8	72.23	71.47	72.47
Transportation equipment .....	130.7	141.3	128.6	73.48	73.57	69.03
Aircraft and parts .....	342.7	338.2	315.1	79.34	78.99	75.54
Motor vehicles .....	99.9	138.6	113.2	78.82	77.40	72.61
Motor vehicle parts and accessories .....	111.2	116.3	119.7	72.05	73.40	67.10
Railroad and rolling stock equipment .....	94.8	95.1	84.6	67.06	68.19	61.17
Shipbuilding and repairing .....	147.0	150.6	134.0	69.42	67.62	67.19
Non-ferrous metal products .....	137.7	135.2	128.8	75.86	75.50	73.05
Aluminum products .....	143.6	141.0	132.3	70.32	70.58	67.40
Brass and copper products .....	111.2	110.8	107.3	71.78	69.85	69.47
Smelting and refining .....	165.9	163.1	154.6	82.18	82.08	79.09
Electrical apparatus and supplies .....	155.6	151.9	140.3	72.82	72.32	68.68
Non-metallic mineral products .....	139.1	140.9	133.1	69.63	69.19	66.66
Clay products .....	120.0	121.1	115.5	64.76	64.95	62.60
Glass and glass products .....	134.9	138.5	135.5	65.47	65.78	63.29
Products of petroleum and coal .....	138.2	139.2	130.4	94.12	94.07	88.73
Chemical products .....	129.7	128.9	124.7	74.10	74.11	70.14
Medicinal and pharmaceutical preparations .....	115.0	113.9	112.3	68.13	68.41	61.67
Acids, alkalis and salts .....	135.9	135.9	127.7	83.01	82.51	78.43
Miscellaneous manufacturing industries .....	109.4	107.2	103.6	57.22	57.44	54.81
<b>Construction</b> .....	<b>156.0</b>	<b>156.3</b>	<b>138.9</b>	<b>71.17</b>	<b>70.25</b>	<b>63.44</b>
Building and structures .....	163.3	160.7	138.6	77.84	76.63	68.78
Building .....	166.8	164.7	141.4	76.55	75.07	67.74
Engineering work .....	148.1	143.5	126.0	84.16	84.40	73.91
Highways, bridges and streets .....	144.3	149.2	139.5	59.05	59.20	54.91
<b>Service</b> .....	<b>134.4</b>	<b>134.4</b>	<b>121.6</b>	<b>42.33</b>	<b>42.32</b>	<b>40.21</b>
Hotels and restaurants .....	131.9	132.0	118.9	35.25	35.10	31.59
Laundries and dry cleaning plants .....	112.8	113.8	107.1	39.22	39.17	37.61
Other service .....	172.0	170.3	152.0	62.76	63.40	58.01
<b>Industrial composite</b> .....	<b>125.5</b>	<b>125.4</b>	<b>118.3</b>	<b>64.94</b>	<b>64.77</b>	<b>61.11</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Sept. 1, 1956	Aug. 1, 1956	Sept. 1, 1955	Sept. 1, 1956	Aug. 1, 1956	Sept. 1, 1955
Newfoundland.....	42·1	42·7	41·4	138·7	137·2	130·6
Nova Scotia.....	42·0	40·9	40·9	132·0	134·9	126·3
New Brunswick.....	41·9	42·4	41·8	134·2	134·0	129·1
Quebec.....	42·6	41·8	42·7	137·8	137·9	130·4
Ontario.....	40·5	40·7	40·9	160·3	160·0	150·6
Manitoba.....	40·5	40·3	40·2	143·5	146·4	137·4
Saskatchewan.....	40·2	40·1	39·9	157·5	156·0	152·0
Alberta (1).....	40·2	39·7	40·3	155·5	156·2	148·6
British Columbia (2).....	37·9	37·5	38·2	180·2	180·2	172·5

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42·3	98·6	41·71	100·0	100·0	100·0
Monthly Average 1950.....	42·3	103·6	43·82	105·1	102·9	102·1
Monthly Average 1951.....	41·8	116·8	48·82	117·0	113·7	102·9
Monthly Average 1952.....	41·5	129·2	53·62	128·6	116·5	110·4
Monthly Average 1953.....	41·3	135·8	56·09	134·5	115·5	116·5
Monthly Average 1954.....	40·6	140·8	57·16	137·0	116·2	117·9
Monthly Average 1955.....	41·0	144·5	59·25	142·1	116·4	122·0
Week preceding:						
August 1, 1955.....	40·8	145·1	59·20	141·9	116·4	121·9
September 1, 1955.....	41·2	143·8	59·25	142·1	116·8	121·7
October 1, 1955.....	41·5	144·8	60·09	144·1	116·9	123·3
November 1, 1955.....	41·7	145·4	60·63	145·4	116·9	124·4
December 1, 1955.....	41·6	146·1	60·78	145·7	116·9	124·6
January 1, 1956.....	41·4*	147·5	61·07*	146·4	116·8	125·3
February 1, 1956.....	41·2	147·3	60·69	145·5	116·4	125·0
March 1, 1956.....	41·3	148·5	61·33	147·0	116·4	126·3
April 1, 1956.....	41·1	150·5	61·86	148·3	116·6	127·2
May 1, 1956.....	41·4	151·1	62·56	150·0	116·6	128·6
June 1, 1956.....	40·9	151·9	62·13	149·0	117·8	126·5
July 1, 1956.....	41·2	152·7	62·91	150·8	118·5	127·3
August (1) 1, 1956.....	40·9	152·4	62·33	149·4	119·1	125·4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39·0 and \$57·53.

(1) Latest figures subject to revision.



TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1 1956	Aug. 1 1956	Sept. 1 1955	Sept. 1 1956	Aug. 1 1956	Sept. 1 1955	Sept. 1 1956	Aug. 1 1956	Sept. 1 1955
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining .....	42-7	42-6	43-2	172-7	172-7	160-5	73.74	73.57	69.34
Metal mining .....	42-6	42-6	44-1	180-5	180-7	164-9	76.89	76.98	72.72
Gold .....	42-6	41-9	45-4	153-7	154-5	139-0	65.48	64.74	63.11
Other metal .....	42-6	42-8	43-5	191-4	191-5	178-7	81.54	81.96	77-73
Fuels .....	42-1	41-8	40-7	163-9	164-4	155-9	69.00	68.72	63.45
Coal .....	40-9	40-4	39-2	146-8	148-2	147-5	60.04	59.87	57.82
Oil and natural gas .....	44-0	44-3	44-3	190-4	189-4	173-1	83.78	83.90	76.68
Non-metal .....	43-8	43-9	43-5	157-8	157-1	150-4	69.12	68.97	65.42
Manufacturing .....	41-0	40-8	41-2	152-1	152-4	143-8	62.36	62.18	59.25
Food and beverages .....	40-8	40-9	42-0	127-1	128-3	118-7	51.86	52.47	49.85
Meat products .....	40-4	40-7	39-8	154-7	154-7	152-9	62.50	62.96	60.85
Canned and preserved fruits and vegetables .....	37-8	38-2	45-1	97-6	102-8	91-2	36.89	39.27	41.13
Grain mill products .....	44-0	43-3	43-4	144-1	145-9	140-0	63.40	63.17	60.76
Bread and other bakery products .....	43-4	43-3	43-6	121-6	120-9	110-1	52.77	52.35	48.00
Distilled and malt liquors .....	41-0	40-7	39-9	170-7	169-8	164-1	69.99	69.11	65.48
Tobacco and tobacco products .....	40-0	41-3	40-1	148-3	150-1	145-5	59.32	61.99	58.35
Rubber products .....	39-3	39-5	40-8	154-9	157-2	147-8	60.88	62.09	60.30
Leather products .....	40-8	40-3	40-7	103-7	103-4	101-7	42.31	41.67	41.39
Boots and shoes (except rubber) .....	40-6	40-3	40-4	99-6	99-5	97-8	40.44	40.10	39.51
Textile products (except clothing) .....	42-3	41-1	42-5	116-2	115-1	111-8	49.15	47.31	47.52
Cotton yarn and broad woven goods .....	40-4	38-6	41-4	117-3	115-4	113-7	47.39	44.54	47.07
Woolen goods .....	43-5	43-0	43-3	107-6	107-2	104-8	46.81	46.10	45.38
Synthetic textiles and silk .....	44-6	42-8	44-0	126-1	124-3	116-4	56.24	53.20	52.22
Clothing (textile and fur) .....	39-1	37-7	38-7	102-1	101-4	97-9	39.92	38.23	37.89
Men's clothing .....	38-7	36-7	38-3	102-1	101-5	96-5	39.51	37.25	36.96
Women's clothing .....	37-6	36-2	37-1	109-0	108-4	103-7	40.98	39-24	38.47
Knit goods .....	40-8	39-7	40-6	98-1	97-1	96-9	40.02	38.55	39.34
*Wood products .....	41-7	41-0	42-4	134-5	133-2	128-6	56.00	54.61	54.53
Saw and planing mills .....	40-5	39-8	41-7	142-6	141-7	135-3	57.75	56.40	56.42
Furniture .....	44-4	43-3	44-1	123-9	122-1	118-6	55.01	52.87	52.30
Other wood products .....	42-4	42-5	43-5	116-0	114-2	112-2	49.18	48.54	48.81
Paper products .....	42-2	42-6	42-7	180-2	180-7	168-9	76.04	76.98	72.12
Pulp and paper mills .....	42-5	42-8	42-8	192-6	193-1	180-7	81.86	82.65	77.34
Other paper products .....	41-5	42-0	42-5	140-8	140-8	132-4	58.43	59.14	56.27
Printing, publishing and allied industries .....	40-4	40-2	39-9	180-2	180-0	171-4	72.80	72.36	68.39
*Iron and steel products .....	41-8	41-5	42-0	174-9	172-9	164-8	73.11	71.75	69.22
Agricultural implements .....	36-9	40-5	40-0	163-1	173-2	155-0	60-18	70.15	62.00
Fabricated and structural steel .....	42-9	42-2	40-7	175-4	175-6	166-4	75.25	74.10	67.72
Hardware and tools .....	41-8	42-0	42-2	162-0	161-2	148-9	67.72	67.70	62.84
Heating and cooking appliances .....	42-1	40-6	42-1	147-8	147-4	141-4	62.22	59.84	59.53
Iron castings .....	41-7	42-1	43-3	168-1	168-3	162-9	70.10	70.85	70.54
Machinery manufacturing .....	43-1	41-9	42-1	164-0	163-2	157-2	70.68	68.38	66.12
Primary iron and steel .....	41-3	41-2	41-3	202-6	194-4	184-8	83.67	80.09	76.32
Sheet metal products .....	41-5	40-8	43-6	169-7	168-4	162-3	70.43	68.71	70.76
*Transportation equipment .....	39-5	40-0	38-7	175-1	174-2	166-7	69.16	69.68	64.51
Aircraft and parts .....	41-5	41-2	41-1	179-5	178-3	173-0	74.49	73.46	71.10
Motor vehicles .....	37-0	39-2	36-4	195-1	183-0	178-4	72.19	71.74	64.94
Motor vehicle parts and accessories .....	38-4	39-9	37-5	176-2	176-0	166-9	67.66	70-22	62-59
Railroad and rolling stock equipment .....	38-6	39-0	37-4	170-6	171-9	160-0	65.85	67.04	59.84
Shipbuilding and repairing .....	41-7	41-2	41-9	163-6	163-5	159-3	68.22	67.36	66.75
*Non-ferrous metal products .....	41-0	41-0	41-2	174-0	173-3	168-3	71.34	71.05	69.34
Aluminum products .....	40-4	41-0	41-4	147-0	147-1	145-3	59.39	60.31	60.15
Brass and copper products .....	41-4	40-8	42-1	161-5	159-7	155-3	66.86	65.16	65.38
Smelting and refining .....	41-1	41-0	41-0	189-8	189-3	183-1	78.01	77.61	75.07
*Electrical apparatus and supplies .....	41-3	40-9	41-2	159-2	159-1	151-1	65.75	65.07	62.25
Heavy electrical machinery and equipment .....	41-5	41-4	40-5	174-6	173-3	164-1	72.46	72.99	66.46
Radios and radio parts .....	40-2	39-9	40-5	136-0	136-6	134-5	54.67	54.50	54.47
Batteries .....	41-0	40-5	43-1	155-7	154-0	151-2	63.84	62.37	65.17
Refrigerators, vacuum cleaners and appliances .....	40-3	40-2	41-4	157-0	155-6	149-1	63.27	62.55	61.73
Miscellaneous electrical products .....	41-7	41-3	.....	157-4	155-9	.....	65.64	64.39	.....
Wire and cable .....	42-9	41-8	.....	177-0	177-7	.....	75.93	74.28	.....
*Non-metallic mineral products .....	43-8	43-4	43-9	152-4	151-6	146-0	66.75	65.79	64.09
Clay products .....	43-6	43-2	44-0	142-8	142-6	136-3	62.26	61.60	59.97
Glass and glass products .....	41-9	41-9	42-0	149-2	148-8	145-0	62.51	62.35	60.90
Products of petroleum and coal .....	40-1	40-1	40-7	208-9	207-1	195-6	83.77	83.05	79.61
Chemical products .....	40-9	40-8	41-2	161-3	160-7	152-8	65.97	65.57	62.95
Medicinal and pharmaceutical preparations .....	41-0	41-0	40-9	129-9	129-9	126-1	53.26	53.26	51.57
Acids, alkalis and salts .....	40-8	41-0	41-7	185-3	182-3	174-5	75.60	74.74	72.77
Miscellaneous manufacturing industries .....	41-4	41-2	41-1	123-8	124-0	118-2	51.25	51.09	48.58
*Durable goods .....	41-2	41-0	41-2	163-4	163-6	155-9	67.69	67.08	64.23
Non-durable goods .....	40-9	40-6	41-2	139-2	140-0	131-6	56.93	56.84	54.22
Construction .....	43-4	43-0	41-8	164-9	162-7	150-0	71.57	69.96	62.70
Buildings and structures .....	43-4	43-1	41-2	178-4	176-3	162-8	77.43	75.99	67.07
Highways, bridges and streets .....	43-3	42-9	43-1	134-4	132-8	124-5	58.20	56.97	53.66
Electric and motor transportation .....	44-2	44-4	44-7	153-0	153-2	146-2	67.63	68.02	65.35
Service .....	40-4	40-1	40-6	87-8	87-6	84-2	35.47	35.13	34.19
Hotels and restaurants .....	40-7	40-2	41-1	86-6	86-7	83-1	35.25	34.85	34.15
Laundries and dry cleaning plants .....	40-7	40-6	40-2	85-3	84-8	81-8	34.72	34.43	32.88

\* Durable manufactured goods industries.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period		Unfilled Vacancies*			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
November	1, 1950.....	41,144	13,085	54,229	89,690	57,313	147,003
November	1, 1951.....	44,820	10,868	55,688	94,491	61,017	155,508
November	1, 1952.....	23,846	18,092	41,938	99,383	49,258	148,641
November	1, 1953.....	15,282	13,058	28,340	144,520	60,997	205,517
November	1, 1954.....	13,724	10,501	24,225	187,123	77,003	264,126
November	1, 1955.....	24,268	14,665	38,933	136,620	69,715	206,335
December	1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January	1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February	1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March	1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
April	1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
May	1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
June	1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
July	1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
August	1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
September	1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
October	1, 1956 (1).....	40,726	21,827	62,553	97,699	59,502	157,201
November	1, 1956 (1).....	31,997	17,154	49,151	108,703	65,017	173,720

\* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
SEPTEMBER 28, 1956 <sup>(1)</sup>**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				August 31, 1956	September 30, 1955
<b>Agriculture, Fishing, Trapping</b> .....	<b>2,834</b>	<b>247</b>	<b>3,081</b>	<b>- 383</b>	<b>+ 786</b>
<b>Forestry</b> .....	<b>10,193</b>	<b>9</b>	<b>10,202</b>	<b>+1,196</b>	<b>+ 1,420</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>1,361</b>	<b>48</b>	<b>1,409</b>	<b>+ 96</b>	<b>+ 591</b>
Metal Mining.....	806	17	823	+ 98	+ 460
Fuels.....	442	19	461	+ 9	+ 220
Non-Metal Mining.....	30	2	32	- 23	- 72
Quarrying, Clay and Sand Pits.....	16	2	18	- 1	- 5
Prospecting.....	67	8	75	+ 13	- 12
<b>Manufacturing</b> .....	<b>7,598</b>	<b>4,617</b>	<b>12,215</b>	<b>- 401</b>	<b>+ 2,717</b>
Foods and Beverages.....	1,003	612	1,615	- 298	+ 815
Tobacco and Tobacco Products.....	4	25	29	+ 11	+ 4
Rubber Products.....	55	31	86	- 10	- 20
Leather Products.....	168	261	429	- 8	+ 127
Textile Products (except clothing).....	304	319	623	+ 164	+ 224
Clothing (textile and fur).....	393	1,859	2,252	+ 36	+ 143
Wood Products.....	905	136	1,041	- 156	+ 303
Paper Products.....	313	117	430	- 50	+ 170
Printing, Publishing and Allied Industries.....	253	179	432	+ 90	+ 123
Iron and Steel Products.....	1,377	230	1,607	- 203	+ 500
Transportation Equipment.....	1,168	141	1,309	+ 155	+ 228
Non-Ferrous Metal Products.....	346	117	463	- 156	- 119
Electrical Apparatus and Supplies.....	572	151	723	- 14	- 42
Non-Metallic Mineral Products.....	220	41	261	- 8	+ 67
Products of Petroleum and Coal.....	63	26	89	+ 15	+ 36
Chemical Products.....	228	154	382	- 19	+ 78
Miscellaneous Manufacturing Industries.....	226	218	444	+ 50	+ 80
<b>Construction</b> .....	<b>7,555</b>	<b>141</b>	<b>7,696</b>	<b>+ 794</b>	<b>+ 3,062</b>
General Contractors.....	5,640	78	5,718	+ 398	+ 2,463
Special Trade Contractors.....	1,915	63	1,978	+ 396	+ 599
<b>Transportation, Storage and Communication</b> .....	<b>2,234</b>	<b>486</b>	<b>2,720</b>	<b>- 91</b>	<b>+ 1,142</b>
Transportation.....	1,964	199	2,163	- 114	+ 1,025
Storage.....	97	38	135	- 11	+ 37
Communication.....	173	249	422	+ 34	+ 80
<b>Public Utility Operation</b> .....	<b>293</b>	<b>46</b>	<b>339</b>	<b>+ 5</b>	<b>+ 117</b>
<b>Trade</b> .....	<b>4,509</b>	<b>3,712</b>	<b>8,221</b>	<b>+ 494</b>	<b>+ 2,272</b>
Wholesale.....	1,715	782	2,497	+ 161	+ 858
Retail.....	2,794	2,930	5,724	+ 333	+ 1,414
<b>Finance, Insurance and Real Estate</b> .....	<b>689</b>	<b>1,059</b>	<b>1,748</b>	<b>- 119</b>	<b>+ 200</b>
<b>Service</b> .....	<b>4,313</b>	<b>11,772</b>	<b>16,085</b>	<b>+ 200</b>	<b>+ 3,857</b>
Community or Public Service.....	411	1,913	2,324	- 19	+ 1,005
Government Service.....	1,680	555	2,235	- 13	+ 635
Recreation Service.....	288	172	460	+ 114	+ 172
Business Service.....	763	512	1,275	+ 29	+ 99
Personal Service.....	1,171	8,620	9,791	+ 89	+ 1,946
<b>GRAND TOTAL</b> .....	<b>41,579</b>	<b>22,137</b>	<b>63,716</b>	<b>+1,791</b>	<b>+16,218</b>

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT SEPTEMBER 27, 1956 <sup>(1)</sup>

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	2,659	958	3,617	2,843	1,181	4,024
Clerical workers.....	2,224	5,030	7,254	6,068	19,050	25,118
Sales workers.....	1,469	1,956	3,425	2,667	7,679	10,346
Personal and domestic service workers.....	1,520	9,425	10,945	15,258	9,837	25,095
Seamen.....	18	.....	18	305	2	307
Agriculture and fishing.....	2,458	79	2,537	1,177	91	1,268
Skilled and semiskilled workers.....	21,118	2,436	23,554	36,302	11,071	47,373
Food and kindred products (inc. tobacco).....	145	28	173	479	270	749
Textiles, clothing etc.....	270	1,747	2,017	1,155	6,430	7,585
Lumber and lumber products.....	9,877	6	9,883	2,677	123	2,800
Pulp, paper (inc. printing).....	63	25	88	467	314	781
Leather and leather products.....	58	101	159	487	578	1,065
Stone, clay and glass products.....	19	2	21	121	37	158
Metalworking.....	1,561	35	1,596	8,439	774	9,213
Electrical.....	356	41	427	573	717	1,290
Transportation equipment.....	13	3	16	1,286	85	1,371
Mining.....	549	.....	549	361	.....	361
Construction.....	2,987	.....	2,987	5,694	3	5,697
Transportation (except seamen).....	1,981	24	2,005	5,286	75	5,361
Communications and public utility.....	82	1	83	168	2	170
Trade and service.....	383	309	692	1,131	872	2,003
Other skilled and semiskilled.....	2,352	84	2,436	6,122	560	6,682
Foremen.....	80	11	91	861	225	1,086
Apprentices.....	312	19	331	995	6	1,001
Unskilled workers.....	9,260	1,943	11,203	33,079	10,591	43,670
Food and tobacco.....	584	530	1,114	763	1,472	2,235
Lumber and lumber products.....	834	20	854	2,518	233	2,751
Metalworking.....	431	61	492	4,456	462	4,918
Construction.....	4,790	.....	4,790	9,361	1	9,362
Other unskilled workers.....	2,621	1,332	3,953	15,981	8,423	24,404
<b>GRAND TOTAL.....</b>	<b>40,726</b>	<b>21,827</b>	<b>62,553</b>	<b>97,699</b>	<b>59,502</b>	<b>157,201</b>

(1) Preliminary—subject to revision.  
(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT  
SEPTEMBER 27, 1956**

(Source: U.I.C. 757)

Province and Local Office	Unfilled Vacancies(?)			Live Applications		
	(1) Sept. 27, 1956	Previous Month Aug. 30, 1956	Previous Year Sept. 29, 1955	(1) Sept. 27, 1956	Previous Month Aug. 30, 1956	Previous Year Sept. 29, 1955
<b>Newfoundland</b> .....	<b>847</b>	<b>736</b>	<b>427</b>	<b>2,870</b>	<b>3,432</b>	<b>3,168</b>
Corner Brook.....	14	29	82	916	956	994
Grand Falls.....	17	18	.....	254	282	182
St. John's.....	816	689	345	1,700	2,194	1,992
<b>Prince Edward Island</b> .....	<b>582</b>	<b>179</b>	<b>428</b>	<b>685</b>	<b>755</b>	<b>860</b>
Charlottetown.....	205	121	138	372	386	536
Summerside.....	377	58	290	313	369	324
<b>Nova Scotia</b> .....	<b>1,319</b>	<b>1,298</b>	<b>1,426</b>	<b>7,138</b>	<b>6,844</b>	<b>9,721</b>
Amherst.....	37	22	12	310	233	318
Bridgewater.....	44	31	25	294	317	285
Halifax.....	768	744	841	2,535	2,425	3,144
Inverness.....	.....	.....	.....	121	146	179
Kentville.....	265	188	143	477	505	469
Liverpool.....	45	51	290	165	98	156
New Glasgow.....	63	158	17	594	696	1,208
Springhill.....	7	6	.....	155	100	225
Sydney.....	28	34	20	1,714	1,705	2,773
Truro.....	58	60	70	373	289	479
Yarmouth.....	4	4	8	400	330	485
<b>New Brunswick</b> .....	<b>1,836</b>	<b>1,555</b>	<b>1,298</b>	<b>6,301</b>	<b>5,978</b>	<b>7,068</b>
Bathurst.....	8	22	17	396	434	337
Campbellton.....	131	92	46	312	340	366
Edmundston.....	36	26	76	262	327	155
Fredericton.....	484	230	415	513	418	486
Minto.....	190	194	15	245	220	172
Moncton.....	570	597	391	1,460	1,460	1,681
Newcastle.....	20	12	18	580	481	539
Saint John.....	198	221	246	1,847	1,719	2,624
St. Stephen.....	30	28	9	361	304	368
Sussex.....	18	11	25	142	108	144
Woodstock.....	151	122	40	183	167	196
<b>Quebec</b> .....	<b>19,388</b>	<b>17,319</b>	<b>18,285</b>	<b>43,200</b>	<b>46,366</b>	<b>51,962</b>
Asbestos.....	41	59	53	281	314	201
Beauharnois.....	97	86	29	222	272	279
Buckingham.....	12	9	8	236	227	192
Causapscale.....	315	718	235	421	580	262
Chandler.....	11	2	8	94	142	115
Chicoutimi.....	726	620	279	405	496	358
Dolbeau.....	341	106	119	195	307	177
Drummondville.....	65	61	57	835	901	831
Farnham.....	93	90	344	313	350	546
Forestville.....	1,405	647	616	187	220	206
Gaspé.....	70	84	.....	105	137	113
Granby.....	45	40	15	738	817	872
Hull.....	105	77	59	932	920	977
Joliette.....	176	105	176	1,000	903	924
Jonquière.....	111	89	84	612	521	570
Lachute.....	78	83	22	229	253	229
La Malbaie.....	3	4	33	185	134	176
La Tuque.....	984	1,049	2,767	169	226	213
Lévis.....	198	249	81	920	995	957
Louiseville.....	138	90	45	239	436	239
Magog.....	3	3	24	311	244	180
Maniwaki.....	14	87	26	66	61	65
Matane.....	504	244	497	147	287	191
Mégantic.....	10	60	7	178	162	230
Mont-Laurier.....	5	1	26	223	261	290
Montmagny.....	47	28	24	345	381	458
Montreal.....	8,362	7,496	6,567	15,885	17,239	22,253
New Richmond.....	26	31	3	173	175	198
Port Alfred.....	10	22	557	169	155	180
Quebec.....	889	853	894	4,579	4,565	5,956
Rimouski.....	248	129	1,561	673	554	349
Rivière du Loup.....	55	38	73	483	928	416
Roberval.....	144	119	33	166	202	173
Rouyn.....	413	418	249	721	930	760
Ste. Agathe.....	15	28	34	176	128	202
Ste. Anne de Bellevue.....	160	136	84	215	230	285
Ste. Thérèse.....	189	113	107	414	513	491
St. Georges Est.....	444	786	169	445	469	436
St. Hyacinthe.....	172	45	181	836	703	703
St. Jean.....	85	79	109	732	726	824
St. Jérôme.....	45	23	31	509	461	495
Ville d'Alma.....	203	43	155	583	646	957
Sept Îles.....	470	115	155	110	211	133
Shawinigan Falls.....	82	43	83	951	997	1,153
Sherbrooke.....	255	248	147	1,456	1,357	1,520
Sorel.....	47	56	43	762	756	652
Thetford Mines.....	55	78	34	533	533	465

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT  
SEPTEMBER 27, 1956**

(SOURCE: U.I.C. 757)

Province and Local Office	Unfilled Vacancies(*)			Live Applications		
	(1) Sept. 27, 1956	Previous Month Aug. 30, 1956	Previous Year Sept. 29, 1955	(1) Sept. 27, 1956	Previous Month Aug. 30, 1956	Previous Year Sept. 29, 1955
<b>Quebec—Con.</b>						
Trois-Rivières.....	588	504	911	1,236	1,388	1,640
Val d'Or.....	535	1,053	328	576	622	624
Valleyfield.....	148	94	58	586	785	725
Victoriaville.....	58	78	85	643	537	522
<b>Ontario.....</b>	<b>19,638</b>	<b>19,890</b>	<b>13,161</b>	<b>66,777</b>	<b>67,033</b>	<b>69,041</b>
Amnrior.....	162	40	21	101	97	83
Barrie.....	300	214	131	711	689	710
Belleville.....	55	54	19	461	462	721
Bracebridge.....	133	122	61	156	153	238
Brampton.....	81	53	61	252	353	264
Brantford.....	69	116	180	2,191	1,865	1,344
Brockville.....	37	33	29	129	119	159
Carleton Place.....	4	9	7	73	79	95
Chatham.....	362	479	267	757	992	590
Cobourg.....	10	13	30	499	410	333
Collingwood.....	63	27	16	251	343	496
Cornwall.....	215	187	162	1,027	1,058	1,352
Fort Erie.....	32	48	14	327	256	302
Fort Frances.....	59	70	4	57	72	103
Fort William.....	811	464	241	608	550	598
Galt.....	123	109	206	537	377	285
Gananoque.....	12	21	10	107	94	90
Goderich.....	34	62	19	146	200	236
Guelph.....	140	197	141	606	644	735
Hamilton.....	1,197	1,231	907	5,456	5,814	4,514
Hawkesbury.....	15	21	17	210	156	243
Ingersoll.....	77	387	43	192	156	217
Kapuskasing.....	426	528	52	115	119	201
Kenora.....	159	211	72	106	129	190
Kingston.....	159	146	198	626	569	751
Kirkland Lake.....	448	321	155	264	275	337
Kitchener.....	218	203	155	622	771	1,092
Leamington.....	56	56	31	399	542	289
Lindsay.....	45	57	65	435	294	554
Listowel.....	47	69	17	57	66	108
London.....	961	1,354	694	1,936	1,848	2,213
Longland.....	33	14	14	186	175	275
Napanee.....	12	28	5	152	134	183
New Toronto.....	353	331	301	1,244	1,328	1,092
Niagara Falls.....	270	208	100	434	457	558
North Bay.....	85	68	75	326	298	492
Oakville.....	296	223	185	253	455	116
Orillia.....	38	46	60	259	334	362
Oshawa.....	220	222	98	6,504	2,619	7,665
Ottawa.....	1,217	1,200	1,175	2,094	1,989	2,248
Owen Sound.....	78	81	41	508	490	541
Parry Sound.....	2	4	5	57	42	110
Pembroke.....	335	345	273	490	449	633
Perth.....	47	63	28	87	128	132
Peterborough.....	314	160	41	1,135	989	1,338
Pictou.....	16	16	7	100	110	98
Port Arthur.....	923	909	275	537	526	783
Port Colborne.....	30	35	7	255	230	297
Prescott.....	42	27	123	179	142	295
Renfrew.....	25	39	9	116	117	268
St. Catharines.....	154	143	118	1,915	1,859	1,721
St. Thomas.....	144	497	82	278	309	453
Sarnia.....	132	168	82	722	804	861
Sault Ste. Marie.....	517	446	192	520	544	669
Simcoe.....	55	211	23	228	118	297
Sioux Lookout.....	56	20	20	48	42	99
Smiths Falls.....	10	15	18	111	119	247
Stratford.....	89	72	24	246	336	289
Sturgeon Falls.....	4	6	2	189	240	613
Sudbury.....	413	524	174	787	795	1,045
Timmins.....	309	177	66	450	520	756
Toronto.....	5,939	5,770	4,602	13,419	14,383	16,895
Trenton.....	94	73	96	305	370	360
Walkerton.....	88	50	38	138	153	243
Wallaceburg.....	18	16	18	250	295	162
Welland.....	110	103	85	399	389	559
Weston.....	348	321	197	762	1,021	898
Windsor.....	280	288	443	11,353	13,849	5,765
Woodstock.....	21	50	34	327	323	180
<b>Manitoba.....</b>	<b>4,542</b>	<b>4,261</b>	<b>2,298</b>	<b>6,119</b>	<b>6,748</b>	<b>8,966</b>
Brandon.....	412	432	224	339	385	493
Dauphin.....	52	53	13	116	130	257
Flin Flon.....	158	170	51	108	89	151
Portage la Prairie.....	84	93	33	215	230	350
The Pas.....	43	65	3	34	36	46
Winnipeg.....	3,793	3,448	1,974	5,307	5,878	7,669



**TABLE D-4.—UNFILED VACANCIES AND LIVE APPLICATIONS AT  
SEPTEMBER 27, 1956**

(SOURCE: U.I.C. 757)

Province and Local Office	Unfiled Vacancies <sup>(2)</sup>			Live Applications		
	(1) Sept. 27, 1956	Previous Month Aug. 30, 1956	Previous Year Sept. 29, 1955	(1) Sept. 27, 1956	Previous Month Aug. 30, 1956	Previous Year Sept. 29, 1955
<b>Saskatchewan</b> .....	<b>2,739</b>	<b>3,401</b>	<b>1,144</b>	<b>2,973</b>	<b>3,179</b>	<b>4,307</b>
Estevan.....	294	225	40	67	35	73
Moose Jaw.....	468	514	168	305	286	450
North Battleford.....	172	230	48	211	196	249
Prince Albert.....	179	155	90	405	412	554
Regina.....	643	694	302	815	891	1,075
Saskatoon.....	472	824	303	737	880	1,170
Swift Current.....	145	409	93	106	114	153
Weyburn.....	73	135	42	36	48	77
Yorkton.....	293	215	58	291	317	506
<b>Alberta</b> .....	<b>6,539</b>	<b>6,105</b>	<b>4,213</b>	<b>4,740</b>	<b>5,137</b>	<b>7,347</b>
Blairmore.....	112	89	19	107	90	174
Calgary.....	1,665	1,585	1,177	1,891	1,903	2,745
Drumheller.....	49	69	29	102	131	139
Edmonton.....	2,759	2,394	2,311	1,776	2,103	2,992
Edson.....	1,065	1,131	94	88	104	109
Lethbridge.....	412	316	343	353	363	512
Medicine Hat.....	271	294	141	266	235	422
Red Deer.....	206	227	90	152	188	254
<b>British Columbia</b> .....	<b>5,123</b>	<b>6,619</b>	<b>4,339</b>	<b>16,398</b>	<b>16,623</b>	<b>18,828</b>
Chilliwack.....	106	81	60	417	380	666
Courtenay.....	56	134	47	222	237	276
Cranbrook.....	50	46	33	120	121	158
Dawson Creek.....	182	137	19	39	38	122
Duncan.....	156	172	82	270	541	335
Kamloops.....	160	334	153	198	214	284
Kelowna.....	40	747	203	155	229	160
Kitimat.....	214	408	.....	142	110	.....
Mission City.....	29	40	44	236	273	295
Nanaimo.....	52	59	60	455	798	900
Nelson.....	65	96	23	178	150	189
New Westminster.....	364	360	156	2,403	2,189	2,266
Penticton.....	45	34	25	123	154	122
Port Alberni.....	104	94	53	226	249	309
Prince George.....	327	370	236	378	349	440
Prince Rupert.....	123	149	461	229	222	353
Princeton.....	15	20	21	54	44	55
Trail.....	23	28	39	181	337	215
Vancouver.....	2,416	2,661	2,055	8,517	8,293	9,662
Vernon.....	71	110	167	177	144	151
Victoria.....	435	434	350	1,603	1,488	1,679
Whitehorse.....	90	105	52	75	63	191
<b>Canada</b> .....	<b>62,553</b>	<b>61,363</b>	<b>47,019</b>	<b>157,201</b>	<b>162,095</b>	<b>151,268</b>
Males.....	40,726	39,324	27,094	97,699	101,718	117,723
Females.....	21,827	22,039	18,225	59,502	60,377	63,545

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (9 months).....	719,169	479,454	239,715	50,560	167,355	254,866	134,397	111,991
1956 (9 months).....	806,175	580,149	226,026	52,881	192,791	290,212	161,401	108,890

TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JULY 2, TO SEPTEMBER 28, 1956

(SOURCE: U.I.C. 751)

Industry	Newfoundland					Prince Edward Island					Nova Scotia					New Brunswick					Quebec					Ontario						
	Placements			Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements			
	Reg- ular	Cas- ual	Trans- fers out		Reg- ular	Cas- ual		Trans- fers out	Reg- ular		Cas- ual	Trans- fers out		Reg- ular	Cas- ual		Trans- fers out	Reg- ular		Cas- ual	Trans- fers out		Reg- ular	Cas- ual		Trans- fers out	Reg- ular		Cas- ual	Trans- fers out	Reg- ular	Cas- ual
Agriculture			116		829	298	19			358	131	6	108	2,642	329	932	2,287	3,593	765	1,616	4,395	20,230	8,624	2,132	1,955							
Forestry										307	210	3	14	527	240	4		11,463	5,213	1	548	2,635										
Fishing and Trapping														7	4			3	2			7	2									
Mining, Quarrying and Oil Wells	94	40								431	374		12	198	48	7	9	799	390	1	53	1,368	748	20	45							
Metal Mining	94	40								427	369		9	30	22		9	670	280		48	1,162	610	4	41							
Fuels										2	2		3	148	10	4		6	3			20	6	8								
Non-Metal Mining														1	1				64	82		33	17									
Quarrying, Clay and Sand Pits														6	2	3		25	15			136	105	6	4							
Prospecting														13	13			34	10	1	5	17	10	2								
Manufacturing	61	20	16	203	174	1,361	902	82	20	630	386	46	6	26,695	18,042	756	313	38,668	27,219	2,652	464	38,668	27,219	2,652	464							
Food and Beverages	16	6	11	121	93	396	180	39	1	222	136	28						3,628	2,324	87	99	7,810	5,657	508	103							
Tobacco and Tobacco Products							1											68	43			59	43	4	13							
Rubber Products														19	14			1,378	835	2	2	767	527	5	8							
Leather Products																																
Textile Products (except clothing)	21	1		14	11	15	8	2	3	15	8			3	3			1,950	1,209	23	5	1,573	1,146	68	3							
Clothing (textile and fur)							39	19	1	80	12	1		18	12	1		6,046	3,524	22	12	2,211	1,366	76	13							
Wood Products	5	4	1	51	52	110	92	3	80	56	1	1		3	1			1,829	1,055	69	14	2,584	1,870	117	13							
Paper Products							7	3		11	7			87	50	1			883	538	23	2	1,830	1,362	117	31						
Printing, Publishing and Allied Industries							44	28	2	44	28			15	8			833	483	105	6	1,735	1,025	314	10							
Iron and Steel Products				6	6	349	275	9	12	68	37	10	1					2,952	2,133	63	37	6,866	4,575	492	88							
Transportation Equipment							290	236	5	6	15	6						1,762	971	34	14	2,703	1,991	130	105							
Non-Ferrous Metal Products	7	4	1	3	3		3	3		3	3			41	24	2		1,099	556	16	112	1,628	1,200	98	15							
Electrical Apparatus and Supplies							3																									
Non-Metallic Mineral Products							33	14	6		6	6						753	436	32	1	3,556	2,542	180	40							
Products of Petroleum and Coal	1	1					49	20	12	1	36	22	1					476	339	14		1,036	725	125	10							
Chemical Products																		167	65	14	1	236	178	13								
Miscellaneous Manufacturing Industries							1	1		1	1			11	5	2	1	1,235	529	159	6	1,929	1,185	304	15							
	3		3	1	1		10	8	1		9	7						1,243	712	79		1,671	1,204	52	6							

<b>Construction</b> .....	1,375	1,173	22	11	170	133	15	48	947	512	129	151	3,432	2,293	82	165	49,681	14,317	677	1,039	29,188	21,130	1,663	1,917
General Contractors.....	1,326	1,140	21	11	121	194	9	47	657	369	90	133	2,939	1,895	64	156	14,430	10,488	518	1,007	22,819	16,526	1,085	1,855
Special Trade Contractors.....	49	33	1	.....	49	29	6	1	290	143	30	18	493	308	18	9	5,251	3,829	159	82	6,369	4,604	578	62
<b>Transportation, Storage and Communication</b> .....	15	9	1	.....	56	23	30	1	386	206	140	2	620	325	49	2	9,736	4,752	2,941	280	6,496	3,675	1,695	34
Transportation.....	9	3	1	.....	52	19	29	1	296	170	102	1	537	270	42	2	9,251	4,543	2,925	279	5,594	3,245	1,440	20
Storage.....	.....	.....	.....	.....	.....	.....	.....	.....	48	6	37	.....	32	25	6	.....	162	118	15	1	608	248	238	9
Communication.....	6	6	.....	.....	4	4	1	.....	45	30	1	1	51	30	1	.....	323	91	1	.....	294	182	17	5
<b>Public Utility Operation</b> .....	.....	.....	.....	.....	5	5	.....	.....	40	22	2	1	24	18	4	.....	342	223	11	2	662	470	41	1
<b>Trade</b> .....	71	41	7	.....	382	148	98	.....	1,686	801	356	11	1,232	635	219	2	11,594	5,944	936	34	19,833	11,196	3,059	67
Wholesale.....	21	16	.....	.....	224	117	72	.....	1,657	247	248	4	1,174	577	138	.....	4,182	2,003	632	7	7,269	4,085	1,641	24
Retail.....	50	25	7	.....	158	101	24	.....	1,029	554	108	7	785	409	81	2	7,411	3,911	334	27	12,564	7,110	1,448	43
<b>Finance, Insurance and Real Estate</b> .....	13	4	.....	.....	21	13	1	.....	175	111	11	.....	109	73	5	.....	1,697	939	22	5	2,366	1,417	78	2
<b>Service</b> .....	1,016	263	21	.....	528	302	105	1	2,649	1,259	830	83	2,162	946	560	77	21,895	9,297	1,919	114	32,755	16,414	7,589	218
Community or Public Service.....	7	3	3	.....	63	43	7	.....	202	92	17	2	171	84	25	1	1,521	788	50	7	3,240	1,832	247	12
Government Service.....	926	224	.....	.....	100	82	.....	1	624	586	19	75	367	362	12	76	1,598	1,263	43	39	4,691	3,195	281	47
Recreation Service.....	6	1	2	.....	14	3	11	.....	129	19	85	.....	237	14	171	.....	1,353	333	612	2	2,331	823	617	5
Business Service.....	1	1	.....	.....	15	13	2	.....	122	65	21	1	81	62	8	.....	1,308	543	223	5	2,810	1,810	253	92
Personal Service.....	76	34	16	.....	336	181	85	.....	1,572	497	688	1	1,306	424	344	.....	16,115	6,368	4,021	58	20,283	8,644	5,865	132
<b>Totals</b> .....	2,645	1,550	67	121	2,194	1,096	293	50	8,340	4,528	1,552	432	11,583	5,237	1,908	2,54	137,49	57,854	11,630	6,81	154,298	92,166	18,930	4,811
Men.....	2,362	1,462	58	121	1,427	489	189	49	5,677	3,182	998	390	8,893	4,278	1,206	1,952	78,071	41,166	7,938	6,02	109,244	57,030	13,883	4,529
Women.....	283	88	9	.....	607	607	101	1	2,663	1,346	552	12	2,687	929	702	536	29,427	14,688	3,472	816	44,963	25,136	5,097	282

(1) Current and deferred vacancies reported during the period.





Public Utility Operation.....	133	91	12	123	75	2	361	258	21	231	156	7	2	1,921	1,318	100	6	
Trade.....	4,235	1,751	1,244	7	3,652	1,491	5,564	2,756	1,449	1	7,720	3,994	10	55,469	28,757	10,049	133	
Wholesale.....	2,360	943	837	1	1,882	520	2,601	1,191	872	1	3,530	2,031	5	22,478	13,340	5,553	41	
Retail.....	1,875	808	407	6	1,865	971	2,963	1,565	577	1	4,190	1,933	5	32,991	17,417	4,390	92	
Finance, Insurance and Real Estate.....	390	264	13	358	234	4	734	448	9	945	547	65	.....	6,711	4,020	208	7	
Service.....	5,422	1,903	2,049	26	4,555	2,032	10,366	3,155	3,714	33	12,782	7,397	36	94,530	42,998	23,361	656	
Community or Public Service.....	561	245	70	503	280	39	892	456	47	9	921	552	6	8,081	4,375	569	80	
Government Service.....	821	637	8	584	325	58	1,178	837	2	5	2,450	1,976	55	13	12,739	9,487	480	
Recreation Service.....	221	49	234	647	194	463	702	69	405	.....	231	106	29	5,871	1,723	2,929	267	
Business Service.....	498	158	275	581	281	200	1,862	341	1,214	1	1,133	586	281	8,411	3,863	2,501	36	
Personal Service.....	3,321	814	1,462	2,640	949	850	5,732	1,482	2,076	18	8,047	4,177	16	59,428	23,550	16,882	265	
Totals.....	22,601	11,198	4,458	307	13,617	2,936	534	37,295	17,795	395	65,298	35,017	15,722	1,054	430,279	235,442	64,111	17,053
Men.....	15,891	8,233	2,762	299	13,591	2,249	507	26,291	12,996	4,250	368	39,365	24,362	5,531	987,901,114	172,896	34,114	15,225
Women.....	6,710	2,929	1,696	8	4,726	2,369	687	4,799	1,990	25	25,933	10,655	10,191	67	129,165	62,546	24,997	1,828

(1) Current and deferred vacancies reported during the period.

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,  
SEPTEMBER 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid † (Disability days in Brackets)		Amount of Benefit Paid \$
Newfoundland.....	2.0	500	7,679	(444)	152,688
Prince Edward Island.....	.4	91	1,648	(189)	27,848
Nova Scotia.....	4.8	1,678	18,088	(1,788)	319,633
New Brunswick.....	4.3	1,238	16,306	(1,582)	302,784
Quebec.....	29.7	10,263	112,784	(24,719)	2,000,917
Ontario.....	41.9	21,503	159,154	(18,923)	3,173,787
Manitoba.....	3.9	915	14,688	(2,231)	257,146
Saskatchewan.....	1.7	408	6,615	(1,040)	115,605
Alberta.....	2.6	891	9,872	(1,553)	183,118
British Columbia.....	7.8	3,153	29,727	(4,957)	554,177
Total, Canada, September, 1956.....	99.1	40,640	376,561	(57,426)	7,087,703
Total, Canada, August, 1956.....	102.7	53,182	451,725	(71,695)	8,170,564
Total, Canada, September, 1955.....	109.2	61,203	2,705,587	(66,932)‡	8,180,068

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

‡ Days.



**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE “LIVE FILE” ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, SEPTEMBER 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)									Sept. 30, 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
CANADA.....	128,440*	31,151	14,338	14,981	20,300	11,701	8,906	6,801	20,262	145,419
Male.....	80,987	21,306	10,027	10,121	13,111	6,053	4,533	3,769	12,067	96,434
Female.....	47,453	9,845	4,311	4,860	7,189	5,648	4,373	3,032	8,195	48,985
Newfoundland.....	2,854	608	297	280	419	288	226	208	528	2,912
Male.....	2,449	533	276	247	357	246	196	182	412	2,607
Female.....	405	75	21	33	62	42	30	26	116	305
Prince Edward Island.....	528	95	45	49	68	83	61	47	80	561
Male.....	335	67	30	30	44	57	40	26	41	389
Female.....	193	28	15	19	24	26	21	21	39	172
Nova Scotia.....	7,161	1,713	616	790	951	700	634	539	1,218	8,793
Male.....	5,561	1,347	494	626	732	534	492	413	923	7,292
Female.....	1,600	366	122	164	219	166	142	126	295	1,501
New Brunswick.....	5,804	1,296	552	604	856	615	535	488	858	5,960
Male.....	4,202	992	427	463	587	413	396	354	570	4,575
Female.....	1,602	304	125	141	269	202	139	134	288	1,385
Quebec.....	36,961	9,456	3,539	4,097	5,042	3,766	2,982	2,087	5,992	44,974
Male.....	20,699	6,251	2,162	2,400	2,693	1,765	1,271	976	3,181	28,233
Female.....	16,262	3,205	1,377	1,697	2,349	2,001	1,711	1,111	2,811	16,741
Ontario.....	55,550	13,530	7,454	7,108	10,232	4,345	3,172	2,356	7,353	54,103
Male.....	37,563	9,618	5,676	5,290	7,470	2,199	1,554	1,257	4,499	35,554
Female.....	17,987	3,912	1,778	1,818	2,762	2,146	1,618	1,099	2,854	18,549
Manitoba.....	4,436	871	291	417	610	469	341	269	1,168	5,777
Male.....	2,005	375	114	188	231	191	137	145	624	3,313
Female.....	2,431	496	177	229	379	278	204	124	544	2,464
Saskatchewan.....	1,973	270	230	169	282	217	150	122	533	2,921
Male.....	906	115	98	72	122	73	56	54	316	1,682
Female.....	1,067	155	132	97	160	144	94	68	217	1,239
Alberta.....	3,180	683	321	409	434	272	201	155	705	6,059
Male.....	1,798	327	186	268	227	135	97	94	464	4,259
Female.....	1,382	356	135	141	207	137	104	61	241	1,800
British Columbia.....	9,993	2,629	993	1,058	1,406	946	604	530	1,827	13,359
Male.....	5,469	1,681	564	537	648	440	294	268	1,037	8,530
Female.....	4,524	948	429	521	758	506	310	262	790	4,829

\* This total, which includes disability claimants, is comparable to former totals of ordinary, short-time and temporary lay-off claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
SEPTEMBER 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of †	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,015	708	307	957	593	364	381
Prince Edward Island.....	176	102	74	188	135	53	38
Nova Scotia.....	3,355	2,085	1,270	3,339	2,385	954	900
New Brunswick.....	2,379	1,494	885	2,344	1,640	704	662
Quebec.....	17,497	11,097	6,400	16,608	11,647	4,961	5,038
Ontario.....	31,085	20,642	10,443	31,077	24,845	6,232	8,889
Manitoba.....	1,717	1,151	566	1,677	1,140	537	260
Saskatchewan.....	1,772	542	230	1,733	478	255	156
Alberta.....	1,543	987	556	1,538	1,056	482	346
British Columbia.....	5,468	3,462	2,006	4,999	3,476	1,523	1,532
Total, Canada, September, 1956.....	65,007	42,270	22,737	63,460	47,395	16,065	18,202
Total, Canada, August, 1956.....	74,992	45,498	29,494	78,394	59,900	18,494	16,655
Total, Canada, September, 1955.....	87,562	52,465	35,097	87,158	68,556	18,602	20,116

\* In addition, revised claims received numbered 14,053.

† In addition, 14,143 revised claims were disposed of. Of these, 1,136 were special requests not granted and 716 were appeals by claimants. There were 1,876 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOY-  
MENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1955—August.....	3,412,000	3,244,300	167,700
September.....	3,456,000	3,303,200	152,800
October.....	3,457,000	3,311,600	145,400
November.....	3,469,000	3,305,900	163,100
December.....	3,517,000	3,297,200	219,800
1956—January.....	3,600,000	3,211,900	388,100†
February.....	3,613,000	3,136,100	476,900†
March.....	3,666,000	3,155,000	511,000†
April.....	3,675,000	3,163,900	511,100†
May.....	3,502,000	3,209,900	292,100
June.....	3,519,000	3,330,100	188,900
July.....	3,601,000	3,465,000	136,000
August.....	Not available	Not available	Not available

\* Claimants having an unemployment register in the live file last working day of preceding month. The series prior to November 1955 has been revised to include all claimants (ordinary, short-time and temporary lay-off).

† Includes seasonal benefit claimants.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.2
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	108.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6
July.....	118.5	114.4	132.7	108.6	116.7	121.1
August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT BEGINNING OF OCTOBER, 1956**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	October, 1955	September, 1956	October, 1956					
(1) St. John's, Nfld.....	104.8	107.3	106.9	102.7	110.1	100.2	105.7	115.9
Halifax.....	114.9	117.2	117.7	111.2	126.8	115.2	121.6	121.2
Saint John.....	117.8	119.6	120.0	115.6	130.3	116.8	119.1	124.8
Montreal.....	117.0	118.8	119.9	119.2	138.2	107.2	115.2	121.2
Ottawa.....	117.7	120.0	120.9	116.2	139.9	111.4	116.0	124.7
Toronto.....	119.4	121.7	122.5	116.6	149.0	111.4	117.2	123.0
Winnipeg.....	116.6	117.5	118.1	114.9	128.2	113.2	114.1	121.8
Saskatoon—Regina.....	115.5	116.8	117.2	117.0	118.1	115.0	117.8	117.2
Edmonton—Calgary.....	115.2	116.8	117.5	115.9	121.2	112.7	118.3	120.2
Vancouver.....	118.5	120.5	121.2	118.5	128.9	112.5	128.4	121.6

N.B.—Indexes above measure percentage changes in prices overtime in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.



## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-OCTOBER 1955, 1956†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1956*						
January.....	13‡	13	17,335‡	17,335	338,340	0.38
February.....	12	22	3,884	20,144	234,795	0.27
March.....	12	22	2,324	3,243	16,875	0.02
April.....	14	20	2,500	2,772	10,050	0.01
May.....	29	33	16,420	17,855	136,510	0.16
June.....	23	36	9,576	16,815	77,775	0.09
July.....	32	39	8,260	9,193	57,820	0.07
August.....	32	52	9,387	13,463	87,710	0.10
September.....	24	48	9,631	14,069	111,200	0.13
October.....	10	40	6,867	15,315	133,870	0.15
Cumulative.....	201		86,184		1,204,945	0.14
1955						
January.....	18‡	18	12,179‡	12,179	218,985	0.25
February.....	5	12	346	2,843	20,669	0.02
March.....	7	13	1,778	2,297	15,752	0.02
April.....	16	21	1,821	2,656	25,369	0.03
May.....	9	17	2,237	3,200	40,500	0.05
June.....	24	32	5,216	6,730	47,510	0.05
July.....	19	33	7,869	10,924	95,975	0.11
August.....	15	26	2,501	6,449	92,225	0.11
September.....	17	34	18,583	23,176	214,090	0.24
October.....	12	24	4,578	23,587	384,190	0.44
Cumulative.....	142		57,108		1,155,265	0.13

\* Preliminary figures.

† Strikes unconcluded at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, OCTOBER 1956 <sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss In Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Establish- ments	Workers			
Strikes and Lockouts in Progress Prior to October 1956					
MINING— Gold miners, Sullivan, Que.	1	36	140	July 12	For a union agreement providing for increased wages, reduced hours, non-wage benefits and union security, and alleged discrimination in dismissal of two workers; concluded by October 5; mine closed down; indefinite.
MANUFACTURING— <i>Vegetable Foods, etc.</i> — Flour mill workers, Humberstone, Ont.	1	185	4,000	Aug. 8	For a new agreement providing for increased wages, time-and-one-half for Saturday work and improved welfare plan, following reference to conciliation board; unconcluded.
<i>Boots and Shoes (Leather)</i> — Shoe factory workers, Quebec, Que.	1	<sup>(3)</sup> 20	520	Sept. 13	For a separate agreement providing for increased wages, closed shop and fringe benefits, following reference to arbitration board; concluded October 30; conciliation; compromise.
Shoe factory workers, L'Assomption, Que.	1	75	1,950	Sept. 19	For a new agreement providing for increased wages and fringe benefits, following conciliation; unconcluded.
<i>Textiles, Clothing, etc.</i> — Hosiery, factory workers, St. Jean, Que.	1	93	1,000	July 16	Protest against shut-down of two knitting machines with lay-off of five workers; concluded October 13; negotiations and partial return of workers; in favour of employer.
Cotton, jute and paper bag factory workers, Vancouver, B.C.	1	26	570	July 17	For a new agreement providing for increased wages in textile department to parity with paper department, following reference to conciliation board; unconcluded.
Textile factory workers, Montmagny, Que.	1	353	9,000	July 30	For a new agreement providing for increased wages, adjustment of job classifications and other changes, following reference to arbitration board; unconcluded.
Textile factory workers, Ste. Rose, Que.	1	40	1,000	Aug. 14	Protesting elimination of production bonus; unconcluded.
Carpet factory workers, Brantford, Ont.	1	218	4,700	Aug. 23	For a new agreement providing for increased wages, reduced hours from 45 to 40 per week with same take-home pay and other changes, following reference to conciliation board; unconcluded.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, OCTOBER 1956 <sup>(1)</sup>

Industry, Occupation and Locality	Number Involved		Time Loss In Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Establish- ments	Workers			
Strikes and Lockouts in Progress Prior to October 1956—Continued					
Textile and knitted goods factory workers, St. Jerome, Que.	1	<sup>(4)</sup> 742	15,000	Aug. 28	For a new agreement providing for increased wages and other changes, following reference to arbitration board; unconcluded
Printing and Publishing— Printing plant workers, Toronto, Ont.	1	138	1,240	Aug. 31	For a new agreement providing for increased wages, union shop and check-off, following refer- ence to conciliation board; concluded October 12; negoti- ations; compromise.
Miscellaneous Wood Products— Planing mill workers, Marlboro, Kinuso. Barrhead and Blueridge, Alta.	4	<sup>(5)</sup> 78	2,000	Aug. 14	For a union agreement providing for increased wages, reduced hours from 54 to 48 per week with same take-home pay and union security, following refer- ence to conciliation board; unconcluded.
Metal Products— Hydraulic equipment factory workers, Montreal, Que.	1	30	500	Aug. 9	Alleged discrimination in dis- missal of workers following decertification of union; un- concluded.
Electro-plating factory workers, Hamilton, Ont.	1	22	480	Aug. 21	Alleged discrimination in dis- missal of workers; unconclud- ed.
Metal pad factory workers, Hamilton, Ont.	1	19	450	Aug. 23	For union recognition, following reference to conciliation board; unconcluded.
Steel fabricators and erectors, Windsor, Ont.	1	550	7,700	Sept. 20	Protesting 6-month suspension of union officer for infraction of rules; concluded October 19; return of workers; in favour of employer.
Foundry workers, Port Colborne, Ont.	1	159	1,000	Sept. 24	For a new agreement providing for improved pension plan and for seniority rights, and pro- testing dismissal of a worker off on extended sick leave; concluded by October 11; negotiations; in favour of workers.
Washing machine and boiler factory workers, Toronto, Ont.	1	1,273	12,700	Sept. 24	For a new agreement providing for increased wages and co- operative wage study, pending report of conciliation board; concluded October 15; nego- tiations; compromise.
Electrical apparatus factory workers, St. Catharines, Ont.	1	560	5,600	Sept. 24	For a new agreement providing for increased wages and co- operative wage study, pending report of conciliation board; concluded October 15; nego- tiations; compromise.
Motor vehicle factory workers, Windsor, Ont.	1	2,000	8,000	Sept. 27	Protest against new work stand- ards; concluded October 4; return of workers; in favour of employer.



**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, OCTOBER 1956 <sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss In Man- Working Days	Date Began	Particulars(?)
	Establish- ments	Workers			
Strikes and Lockouts in Progress Prior to October 1956—Continued					
<i>Non-Metallic Minerals, Chemicals, etc.— Resin and plastic factory workers, Shawinigan Falls, Que.</i>	1	(6) 274	6,500	Sept. 24	For a new agreement providing for increased wages, reduced hours from 42 to 40 per week with same take-home pay, job reclassification and fringe benefits; unconcluded.
CONSTRUCTION— <i>Buildings and Structures— Electricians and helpers, Kitimat, B.C.</i>	1	(7) 176	350	Sept. 28	For a new agreement providing for increased wages retroactive to April 1, 1956 and pay for nine statutory holidays, following reference to conciliation board; concluded October 2; negotiations; compromise.
<i>Miscellaneous— Tunnel, dam and road construction workers, Garibaldi, Squamish and West Portal, B.C.</i>	—	400	5,000	Sept. 12	Inter-union dispute as to bargaining agency; concluded by October 22; return of workers and replacement; in favour of employers.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Water— Stevedores and office clerks, Port Alfred, Que.</i>	1	(8) 866	22,500	Sept. 27	For a greater increase in wages than recommended by arbitration board in new agreement under negotiations; concluded October 31; negotiations compromise.
TRADE— <i>Soft drink route salesmen and warehousemen, Hamilton, Ont.</i>	1	11	200	July 24	For a union agreement providing for increased wages, following conciliation; unconcluded.
<i>Soft drink route salesmen and warehousemen, Sydney, N.S.</i>	1	—	—	Aug. 8	For union recognition and agreement providing for increased wages and union security; later information indicates concluded August 11 when plant sold; indefinite.
<i>Builders supplies jobbers, Jasper Place, Alta.</i>	1	16	300	Sept. 8	For a union agreement providing for increased wages, non-wage benefits and union security, following reference to arbitration board; unconcluded.
<i>Butchers, Joliette, Que.</i>	1	5	130	Sept. 8	Alleged discrimination in dismissal of union officer; unconcluded.
<i>Department store clerks, Sudbury, Ont.</i>	1	41	1,065	Sept. 22	For implementation of award of conciliation board for increased wages in new agreement under negotiations; unconcluded.
SERVICE— <i>Business and Personal— Hotel employees, Leamington, Ont.</i>	1	14	350	July 27	For union recognition and agreement, following conciliation; unconcluded.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, OCTOBER 1956 <sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss In Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Establish- ments	Workers			
Strikes and Lockouts in Progress Prior to October 1956—Concluded					
Garage mechanics and helpers, Courtenay, B.C.	4	28	80	Aug. 9	For a new agreement providing for increased wages, union shop and pay for additional statu- tory holiday, following refer- ence to conciliation board; concluded October 3; negoti- ations; compromise.
Strikes and Lockouts Commencing During October 1956					
MINING— Coal miners, Springhill, N.S.	1	<sup>(9)</sup> 200	200	Oct. 3	For payment for full shift when fall of stone stopped operations; concluded October 3; return of workers; in favour of employer.
Coal miners, Glace Bay, N.S.	1	838	5,800	Oct. 18	Dispute re cleaning off wall on contract instead of datal rates; concluded October 26; concili- ation and return of workers pending investigation; indefi- nite.
Coal miners, Glace Bay and district, N.S.	8	5,237	5,500	Oct. 23	Sympathy with strike of miners at Glace Bay, Oct. 18; con- cluded October 25; conciliation and return of workers pending investigation; indefinite.
MANUFACTURING— <i>Tobacco and Liquors—</i> Cigar and cigarette factory workers, Montreal, Que.	1	211	4,600	Oct. 1	For a new agreement providing for increased wages and other changes, pending reference to arbitration board; unconclu- ded.
<i>Metal Products—</i> Furnace factory workers, Toronto, Ont.	1	180	2,400	Oct. 12	Protesting alleged speed-up and reduced earnings; unconcluded.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Concrete block and sewer pipe factory workers, Ottawa, Ont.	1	75	800	Oct. 10	For union recognition and agree- ment; partial return of work- ers; unconcluded.
CONSTRUCTION— <i>Buildings and Structures—</i> Electricians and helpers, Kamloops, B.C.	6	<sup>(10)</sup> 16	125	Oct. 18	For a new agreement providing for increased wages, pay for six instead of three statutory holidays and extension of va- cation plan, following reference to conciliation board; conclu- ded October 29; negotiations; compromise.
<i>Miscellaneous—</i> Pipe line construction machine operators and mechanics, Hope, B.C.	1	90	250	Oct. 23	Dispute over payment of report- ing pay; concluded October 25; negotiations compromise.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, OCTOBER 1956** <sup>(1)</sup>

Industry, Occupation and Locality	Number Involved		Time Loss In Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Establish- ments	Workers			
Strikes and Lockouts Commencing During October 1956—Concluded					
TRADE— Tire and rubber goods warehouse- men, Vancouver, B.C.	1	10	50	Oct. 25	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
SERVICE— <i>Business and Personal</i> — Beverage room employees, Toronto, Ont.	1	10	120	Oct. 2	For a union agreement providing for increased wages, reduced hours from 48 to 44 per week with same take-home pay, union shop and other changes, following conciliation; conclu- ded October 15; replacement; in favour of employer.

(<sup>1</sup>) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(<sup>2</sup>) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(<sup>3</sup>) 10 indirectly affected; (<sup>4</sup>) 167 indirectly affected; (<sup>5</sup>) 56 indirectly affected; (<sup>6</sup>) 54 indirectly affected; (<sup>7</sup>) 4,700 indirectly affected; (<sup>8</sup>) 78 indirectly affected; (<sup>9</sup>) 250 indirectly affected; (<sup>10</sup>) 7 indirectly affected.



# Here's **VALUE**

## **A 50% Reduction under This Special GROUP SUBSCRIPTION OFFER**

**A 12 MONTHS' SUBSCRIPTION**

**TO THE**

## **LABOUR GAZETTE**

**For  
Only**

**\$1.00**

**Per  
Subscription**

**FOR GROUPS OF FIVE OR MORE SUBSCRIBERS**

Cut the regular price in half by ordering five or more subscriptions at the same time. This offer is designed so that a union local can subscribe for its members, a company for its foremen and personnel officers, a university class for all students in labour relations, labour law, or labour economics



**A list of names and addresses of subscribers must accompany each order**

(A form is provided on the facing page)



Send remittance by cheque, postal note or money order, payable to the Receiver General of Canada, to Circulation Manager, **LABOUR GAZETTE**, Department of Labour, Ottawa

Circulation Manager  
THE LABOUR GAZETTE  
Department of Labour  
OTTAWA, Canada

SPECIAL	GROUP	SUBSCRIPTION
OFFER (5 OR MORE SUBSCRIPTIONS)		

Please send the LABOUR GAZETTE to the following persons:

I am enclosing the amount of ..... (\$1.00 per subscription).

.....  
(Organization)

(Secretary-Treasurer)

## QUEEN'S PRINTER DEPOSIT ACCOUNTS

### An Easy Way to Subscribe for Labour Department Publications

*Labour Gazette* readers who regularly purchase publications of the Department of Labour (see list opposite) may find it useful to make use of a Queen's Printer's deposit account. This account removes the necessity of making small individual remittances. The minimum deposit is ten dollars (\$10.00). Orders are charged to the account and statements on the status of the account are sent out regularly.

All the Department's publications may be ordered through a deposit account to be received as they are issued. Alternatively, the customer may specify the particular publications he wants to receive.

The one account may be used, of course, to order other government publications. Make remittances payable to the Receiver-General of Canada and send to the Queen's Printer, c/o Superintendent of Government Publications, Ottawa. An order blank is provided below.

The Queen's Printer,  
c/o Superintendent of Government Publications,  
Ottawa, Ontario

I enclose a remittance for ten dollars (\$10.00) and wish to receive Department of Labour publications regularly. Please give me a deposit account and send me the publications checked below:

All Department of Labour publications	
The following publications only:	
The Labour Gazette.....	
Annual Report of the Department of Labour.....	
Annual Report on Labour Organization in Canada.....	
Labour Legislation in Canada.....	
Strikes and Lockouts in Canada.....	
Annual Report on Wage Rates and Hours of Labour.....	
Provincial Labour Standards.....	
Workmen's Compensation in Canada.....	
Working and Living Conditions in Canada.....	

Name.....

Address.....

.....













~~HD~~  
~~8101~~  
~~A3~~  
~~v.56~~  
~~no.7-12~~  
~~cop.2~~

The Labour gazette

PLEASE DO NOT REMOVE  
CARDS OR SLIPS FROM THIS POCKET

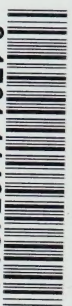
---

UNIVERSITY OF TORONTO LIBRARY

---

Government  
Publications





3 1761 11467421 1